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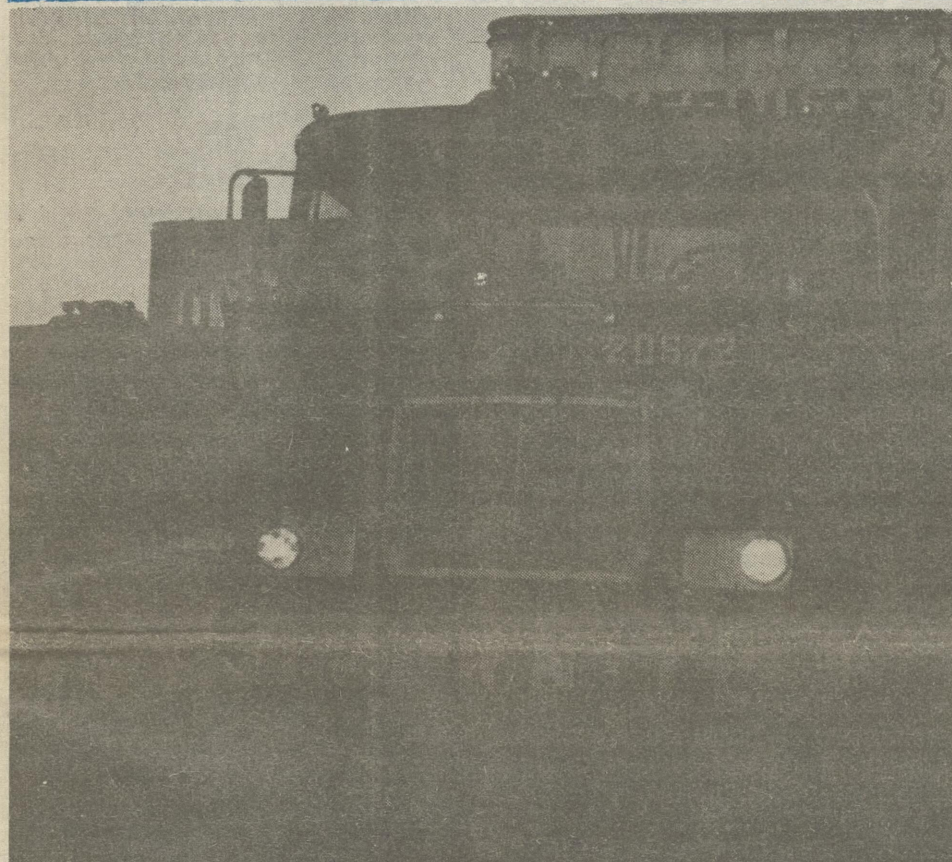
TEAMSTER CONVOY DISPATCH

109



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May/June 1990 #96



On Your Marks!

The final Election Rules are out and our rank and file movement is off and running. In the next fast 18 months we will be organizing to win delegate elections, gain more democratic reforms in our IBT Constitution, nominate a new IBT leadership, and elect that new leadership to office. Your TDU membership builds needed strength now. The race won't wait.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

____ \$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____ \$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

____ \$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date _____ / _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Organize Overnite!

Manny Valenzuela is a truck driver. He's also one of the many rank and file organizers spreading the union word to workers at Overnite Transportation, and the coordinator of the Overnite organizing campaign in Local 208 in Los Angeles.

"This isn't my first tangle with Overnite. Last year we lost a representation election by six votes in L.A. and seven votes in San Francisco. We had lots of support, and rightfully so. These guys get no overtime after eight hours. They've got no seniority. They pay a share of their own benefits and they don't have a grievance procedure. I mean, they treat their people like dirt. That's one of the reasons why I've been working hard on this organizing. We've got a duty as union people to make everyone's life better."

The International union called local officials to Washington in March to announce an all-out, national organizing drive. The goal is to use rank and file members to bring the union, finally, to Overnite.

In the last few months there has been a flurry of organizing activities in freight. The start of a drive at Con-Way Central, and discussions of organizing drives at Con-Way West and South, along with an organizing effort at Arkansas Freight, which is expected to come to a vote shortly. For years, TDU and rank and file members have urged the International to do a serious job of organizing. Whether the current drives are for political reasons, or out of a real desire to organize is irrelevant. What's important is that Teamsters unite to build our union.

In an April 5 letter to freight members, President William McCarthy outlined a timetable for the Overnite campaign: establish contacts the first month; build inside union committees the second, and circulate union authorization cards the third. Locals are gearing up for the drive. Committees are being formed, and now is the time to get involved.

A staff of professional organizers is necessary, but the most effective organizers are rank and file Teamsters. Overnite exploits the image of mobsters and thugs in our union. But the biggest criminals are Overnite management themselves. In hundreds of cases from 1960 to 1990, Overnite has terrorized its workers with discharges, suspensions and threats. Only rank and file members can convince Overnite employees that life as a union worker is better than life under management terror. Manny Valenzuela's activities are exemplary of what it takes to organize, and he explains the situation very well.

"I've been a volunteer organizer for the last three years," he says. "Most mornings I'm up early talking to non-union people, handing out leaflets and spreading the word. After that I go to work at Union Pacific, that's the company that owns Overnite. It's interesting that 77% of Union Pacific is union, including all the drivers in the pig yards that are Teamsters."

Asked why the organizing efforts at Overnite fell short the last time, Brother Valenzuela explains, "You have to understand that people work-

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Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on this page.

UNION SOLIDARITY

Demand Action From Congress on Legislation to Protect Right to Strike

More than 50 years ago, Congress passed the National Labor Relations Act protecting the right of workers to form free trade unions, to engage in collective bargaining, and to strike when negotiations fail.

Just three years later, the Supreme Court ruled in a 1938 case, *NLRB vs Mackay Radio & Telegraph Co.*, that although workers had the right to strike, employers could hire permanent replacements—which meant that workers who went on strike were at risk of losing their jobs.

For 40 years employers used this weapon against workers sparingly ... until the 1980s, when the climate changed under the impact of the anti-union policies of the Reagan Administration.

For the past 10 years, employers who wanted to get rid of trade unions have been taking advantage of the anti-union climate—often deliberately forcing their workers to go on strike and then promptly firing them. Some employers have gone so far as to advertise for replacement workers even while negotiations are in progress.

We need a federal law that protects the right of workers to their jobs when they go on strike. That law is H.R. 3936/S. 2112.

What Will the Striker Replacement Legislation Do?

- H.R. 3936/S. 2112 would restore the protection that was undermined by the *Mackay* decision.
- It would prohibit employers from hiring permanent replacement workers during a labor dispute and would provide economic strikers the same protection that already exists for unfair labor practice strikers.
- It would prohibit employers from discriminating against striking workers who return to their jobs once a labor dispute is over.
- "Labor dispute" includes both strikes and lockouts.

The 1935 National Labor Relations Act was passed in order to guarantee workers the right to organize and

engage in concerted activities, including the right to strike.

Contact your U.S. Senators and representatives and demand their support for this pro-union legislation to protect the rights of working people and our unions: U.S. Senate, Washington, D.C. 20510; U.S. House of Representatives, Washington, D.C. 20515.

For more information on how you can get involved in the fight to win back the right to strike, contact: Citizens Committee, Suite 301, 815 Sixteen St., NW, Washington, D.C. 20006

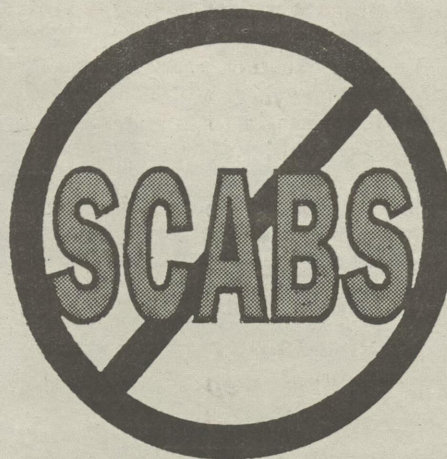
Texas Workers Call Boycott of Levi Strauss

'They Worked Our Hands to the Bone'

The struggle for justice at Levi Strauss & Co. is an example of corporate greed, federal legislation that provides economic incentives to runaway shops, and the need for international worker solidarity.

In January, the company closed its profitable South Zarzamora Street factory in San Antonio, Texas, and moved operations to the Caribbean, putting 1,100 workers, mostly women with families, on the unemployment line. Levi Strauss had record sales last year of \$3.6 billion. The average garment worker earned only \$12,000 a year doing piece work. But that was too much for Levi Strauss, which now moves on to exploit Caribbean workers who'll earn about \$4 a day!

La Fuerza Unida (United Force), a committee of Levi Strauss workers, and the Workers Defense Coalition of San Antonio are at a stalemate in negotiations with the company concerning a worker buyout and other issues. The coalition is picketing Levi



Strauss and San Antonio's city hall, and is reaching out to the community and spreading the word to trade unionists, community activists and consumers nationwide.

La Fuerza Unida has also filed a class-action lawsuit against the company for violations of Texas law and ERISA in a "pattern of closing plants, laying off and terminating workers, and contracting under federal trade programs with companies in the Caribbean and elsewhere in the world for the purpose of interfering with employees' attainment of pension, disability and other employment benefits.

The federal "807 Program" provides tax and other financial incentives to U.S. corporations to produce and cut fabric in the United States and ship the product to Mexico and the Caribbean for final production.

The coalition urges you to boycott Levi's Dockers and Officer Corps pants. For more information, call (512) 733-3299.

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 700, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1989 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all international officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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PENSION NEWS

Trustees Dodge the Issues

In response to the rank and file pressure arising out of the publication of an independent actuarial report on the Central States Pension Fund, the trustees have once again issued a cover-up publication, "Agenda," mailed to all participants. It dodges the real issues and instead denounces "junk bonds," leveraged buyouts and "borrowing against the future."

But in fact, borrowing against the future—or "amortization" of bene-

of questions and answers, Kubalanza contradicted statements on pension policy made in "Your Trustees Report," which was sent to participants of the fund in February 1989.

The 1989 trustees report said "we believe that paying off the unfunded vested liability is a top priority. And, we have no doubt that this priority will be met."

The unfunded vested liability is the amount on which employers'

the employers, and our union trustees are going along for the ride.

Although rank and file pressure, the new UPS contract, and the Ron Carey campaign may make it politically expedient for them to raise benefits soon, we won't see a real change in how the fund is run until we have union trustees who really work for the rank and file.

Meanwhile, let's keep the heat on and make full use of our contract campaigns and the delegate elections in every local union.

Why Can't Trustees Raise Benefits?

(Central States Director) Kubalanza told the Saginaw Teamsters that the trustees do not intend to pay off the unfunded liability, and only wrote that in their report to reassure employers who don't like withdrawal liability!

fits, in pension language—is a standard, accepted practice for pension funds, especially funds as large and rich as the Central States fund, with assets of \$10 billion and growing fast. This is exactly what makes it possible for our pension plan to pay much better benefits than an IRA, if our trustees will allow it.

In fact, the New England Teamsters Pension Fund, of which President William McCarthy is a trustee, used a full 30 years to amortize benefit improvements in 1987. The New England fund has about one-sixth the participants and about one-eighth the assets of Central States. Can Central States trustees tell us why William McCarthy can amortize benefits in that fund but they refuse?

The Central States trustees' policy only helps the employers who pay into the fund, not the Teamsters who earn the benefits.

Double-Talk on Full Funding

The executive director of the Central States fund, Ronald Kubalanza, visited the Local 486 meeting in Saginaw, Mich., in April. He was there as part of the fund's program of trying to put out the fire among the rank and file for better pensions. In the course

of withdrawal liability is based. When that gets paid off, employers can withdraw from the pension fund with no financial obligation to it. As things are going, the unfunded vested liability could easily be paid within a couple of years, since the trustees refuse to increase benefits.

But now—after rank and file Teamsters hired a major actuarial firm to examine the facts, and found that getting rid of all unfunded liability is in the employers' interests and not the members'—the fund has changed its tune.

Kubalanza told the Saginaw Teamsters that the trustees do not intend to pay off the unfunded liability, and only wrote that in their report to reassure employers who don't like withdrawal liability!

It seems odd that the fund director should actually claim they mailed hundreds of thousands of booklets to members telling how great "full funding" would be, just to fool the employers. Unfortunately, it looks like he is really trying to fool us. The facts Kubalanza gave—indicating the fund was 83% funded at the end of 1989 (up from 73% in 1988 and 70% in '87)—show clearly that the fund is still keeping benefits down to please

Independent Actuarial Study to Be Conducted on Western Fund

Responding to rank and file concerns for better pensions in the Western Conference, the Teamster Rank and File Education and Legal Defense Foundation (TRF) has commissioned an independent actuarial study of the Western Conference of Teamsters Pension Trust's financial status.

Western Conference

The study, similar to one performed on the Central States Pension Fund, will examine the feasibility of certain benefit improvements. It will be based on the most current information available. In 1989, some 15,000 Western Conference Teamsters signed a petition for improved benefits.

The Central States study found that trustees could make benefit improvements right away, without endangering the fund, if they so chose. The Western Conference Trust, with \$8.3 billion in assets as of Jan. 1, 1989, is thought to be in even better position to improve benefits since it reached full funding in 1988.

Full funding means the pension fund has on hand all the money it will need to pay current participants the benefits they have already earned. Full funding also means that employers who leave the fund pay no financial penalty; so employers are glad to have a pension fund fully funded.

For more information on the Western Conference pension study, contact TRF at (313) 842-2615.

Local Unions Adopt Motions to Demand Answers From Fund

"In fact, R.V. (Durham, International VP and president of Local 391) has a copy of it (the independent actuarial report on the Central States Pension Fund). The International has a copy of it. You're right, everybody in the country has a copy of it. ... I'm sure they will look at that study ..."

What Local 391 Secretary-Treasurer Bruce Blevins should have said is that the trustees will have to respond to the study because of rank and file activity on pensions in the Central States fund. Members in local unions throughout the Central States area are getting their locals to seek answers to the important issues raised by an independent actuarial report on the pension fund. The report was prepared by Poulin Associates, Inc. of Washington, D.C., and sponsored by TDU, along with independent concerned Teamster activists and committees.

The last *Convoy Dispatch* reported a motion passed in Memphis Local 667 to have the local request a written, detailed response to the actuary's report. Since then, similar motions have been passed in several locals, and ruled out of order in others.

The April meeting of Local 238 in Cedar Rapids, Iowa, unanimously passed a motion for the local to request a detailed response from the fund. According to TDUer Robert Howe, who introduced the motion, local officials shared rank and file concerns about the fund's funding policy.

Knoxville, Tenn., Local 519 unanimously passed a similar motion on pensions at its April meeting. About 60 members were present. Members there are following up to be sure the motion is carried out by the local executive board.

Minneapolis Local 792 also unanimously passed a motion at its April meeting for a response by the fund. Many members are under local contracts with contribution rates that are lower than the top rates required to qualify for the best benefits, but they're paying attention to their pensions too.

Pepsi is trying to coerce Local 792 Teamsters into leaving the Central States fund for a company-sponsored

plan. Most members realize that is a bad idea. But if the Central States fund still had a sizable withdrawal liability, the company would be much less likely to try this. The combination of low benefits for participants and small withdrawal liability for companies might cost our fund some members.

Central States Pension Fund

Marion Winstead is a Central States trustee and president of Local 89 in Louisville, Ky. When a member of his local rose at the March union meeting to introduce a motion on the actuarial report, Winstead ruled him out of order in mid-sentence. When asked why, Winstead reportedly delivered "a rather lengthy tirade" against the report and TDU. In other words, the motion was out of order since Winstead disagreed with it! And because there were many at the meeting who would have voted in favor of it.

In St. Louis Local 600, the president announced in April that in response to the passage of a motion demanding a response from the pension fund, Central States will send representatives to the May union meeting.

In Nashville Local 480, President Luther Watson anticipated debate on pensions, and was moved to give a packed local union meeting his views on the subject. Watson disagrees with the independent actuary's data showing major benefit improvements would not endanger the fund. But on the other hand, he told the membership at the meeting that they are going to get pension benefit improvements.

PENSION FUND STUDY AVAILABLE

Copies of the independent actuarial study of the Central States Pension Fund are available from the TDU national office. Free to TDU members; others, \$1 per copy. Bulk orders also available.

Reading, Pa.
**RALLY FOR
BETTER
PENSIONS**
Saturday, May 5
10 a.m.

Local 429 headquarters
1055 Spring St.
Wyomissing, Pa.

ELECTION, LEGAL NEWS

TDU Impact Felt

Teamster Election Rules Issued

The Election Rules that will govern the election of delegates in every local, the IBT Convention, and the election of International union officers are finalized and available. There are a number of changes, thanks largely to the work of TDU and many TDUers who testified at the hearings held by the Election Officer in March, after he had issued proposed rules.

Some 17 changes were incorporated into the final rules in response to proposals made by the TDU legal committee and backed by the testimony and experience of concerned Teamsters. Thanks especially to more than 50 TDU members and supporters who testified at the various hearings to bring about these improvements.

Although we submitted more changes, some of which were rejected, we can take pride in winning these improvements that help ensure the best

possible election. Most of the changes requested by the IBT officials were turned down.

Here are some of the changes that TDU proposed and argued for, and which were incorporated into the final rules:

- **Extensive oversight in the locals.** The Election Officer's staff will "supervise on location every phase of the election process" in each local union.
- **"All delegates must be elected."** The rules go on to state that no local can refuse to elect delegates on financial or other grounds.
- **Early notice for local election details.** By June 30, any local that intends to hold the delegate election in conjunction with a regular union election this fall must have submitted a Local Union Plan to the Election Officer detailing its plans.

That Plan shall be available to members of the local and will be subject to review and modification by the Election Officer. Those locals—most—holding delegate elections in January-March 1991 must file their proposed Plan by Sept. 30.

- **Expanded campaign mailings.** Candidates have the right to do multiple mailings and may target them, have the right to use non-profit mailing permits where available, and the right to use volunteer labor to do mailings to keep the cost down.
- **Fair and equal right to campaign.** The final rules clarify that members can campaign on the job if it is "incidental" to their work, such as using the CB radio, talking to fellow workers or passing out flyers.
- **Caucuses can hire staff.** An internal caucus, such as TDU, can employ staff without being deemed an "employer." (Employers cannot by law contribute to any candidate.)
- **Collection of ballots outlawed.** No member is allowed to collect mail ballots or absentee ballots.
- **Bulletin board rights protected.** The final rules clarify that all bulletin board and literature distribution rights won over the years by TDU are retained during the campaign.

- **Observers' rights strengthened.** The right to observe all phases of elections, from the ballot before it goes to the printer to the final count, is spelled out more clearly.
- **Ballot security protected.** Separate P.O. boxes must be used to receive the undeliverable ballots, to provide more protection.
- **Petitions for slates.** Candidates for International office (such as Ron Carey) who will be petitioning this summer to become accredited candidates, may put members of a slate on the same petition.
- **Polling allowed.** While the Election Officer rejected TDU's proposal for providing the membership list itself to accredited candidates, he did provide that samples of the list will be made available for candidates for International office who want to do professional polling of the members.
- **Remedies for violations detailed.** The final rules list some 26 remedies that the Election Officer will consider in the event of violations by local officers. These range from altering the method of voting to ordering a rerun. (Protests go straight to the Election Officer, not through normal channels.)

Teamster Election

Timetable of Events

The following is based on the final Election Rules and other relevant information regarding this historic period in our union.

April 27, 1990. Final rules go into effect and are available to any member. (Call 1-800-828-6496 for a free copy.)

June 1, 1990. Election Officer shall notify each local union of the number of delegates it is to nominate and elect.

June-August, 1990. Petitioning among Teamster membership by candidates for International office to become accredited candidates. Reform candidate Ron Carey has indicated he will circulate such petitions. Candidates accredited by August 31 will receive campaign space in the October issue of the *International Teamster* magazine.

June 30, 1990. Local unions that intend to hold their delegate elections in the fall of 1990 in conjunction with their regular election for local officers must submit their proposed Local Union Plan to the Election Officer. (If they miss this deadline, they must hold the delegate election in January-March 1991.) Such Plans shall be available to members of the local.

July 15, 1990. Election Officer to distribute first list of tentative dates, times, places of local union delegate nominations meetings and elections.

Sept. 1-Nov. 16, 1990. Nomination period for delegate candidates in local unions holding fall delegate elections (elections held October-December).

Sept. 30, 1990. Local unions

nominating and electing their convention delegates during January-March 1991 must submit their proposed Local Union Plan to the Election Officer. (If they miss this deadline the Election Officer will conduct the election.)

October 1990 and February 1991. *International Teamster* magazine shall include campaign material provided by accredited candidates for International union office. (Deadline for accreditation petitions to get space in the February issue is Dec. 28, 1990.)

Oct. 26-28, 1990. TDU Rank & File Convention in Detroit.

Dec. 1, 1990-Feb. 14, 1991. Nomination period for delegate candidates to be nominated in the winter of 1990-91. (Elections held January-March.)

Mid-March 1991. Issuance of Convention Call.

June 24-28, 1991. IBT International Convention, Orlando, Fla., consisting of the elected delegates from all locals. At this convention, the IBT Constitution will be rewritten, union policies voted on, and three International trustees elected. Candidates will be nominated for all 18 International officer positions.

September, October and November 1991. *International Teamster* magazine shall again publish campaign material provided by International officer candidates.

December 1991. Election by vote of all dues-paying Teamsters of IBT officers: General President, General Secretary-Treasurer, and 16 International VPs.

ELECTION OFFICER FORM 3B		ACCREDITED CANDIDATE PETITION SLATE OF CANDIDATES	
SLATE OF CANDIDATES SUPPORTED BY THIS PETITION			
NAME OF SLATE (OPTIONAL): _____			
CANDIDATE NAME	POSITION SOUGHT	LOCAL UNION	
1. _____	_____	_____	
2. _____	_____	_____	
3. _____	_____	_____	
4. _____	_____	_____	
5. _____	_____	_____	
6. _____	_____	_____	
7. _____	_____	_____	
8. _____	_____	_____	
9. _____	_____	_____	
10. _____	_____	_____	
11. _____	_____	_____	
12. _____	_____	_____	
13. _____	_____	_____	

IMPORTANT NOTICE TO IBT MEMBERS: This is a petition to have each person listed on the slate above declared to be an "Accredited Candidate" for the IBT International Union Officers listed next to their names. In order to qualify as an Accredited Candidate, a candidate must obtain signatures of at least two and one half percent (2.5%) of all IBT members eligible to vote for the Office being sought. You may sign petitions for any number of separate candidates for the same position (including any number of full or partial slates of candidates), but you may only sign one petition for a particular candidate (including a slate petition on which a candidate's name appears).

PETITION SIGNATURE	LOCAL UNION (required)	SOCIAL SECURITY # (required)
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____
6. _____	_____	_____

The Teamster Election Officer has authorized this petition form for use by candidates for General President and other International offices. Candidates can circulate petitions this summer, and become accredited candidates if they gather approximately 40,000 signatures. Accredited candidates will get campaign space in the IBT magazine.

Carey Takes Message Straight to Members

"This campaign is about survival," Ron Carey told a crowd of 200 Teamsters in Louisville, Ky. "Our Teamsters union has lost close to 750,000 members. That's their record. I wasn't in charge. But I can tell you, when I am IBT president in 1991, I won't accept that for an answer."

"Since September 17 when I declared my candidacy, I've been talking about organizing, and now our International is sending out letters about organizing campaigns. Our campaign is winning because it's causing them to come around to the right game plan."

Carey continues to take his message directly to the members from coast to coast. After putting in full weeks as president of New York Local 804, he hits the campaign trail on the weekends, recently visiting Memphis and Nashville, Tenn., Cincinnati and Louisville.

In Memphis, a meeting of some 80 Teamsters contributed \$1,200 to the Carey campaign chest. After an early morning meeting in Nashville, Carey hit the streets to distribute literature and talk to Teamsters at UPS, Yellow Freight, and car haulers in Smyrna. He has a reputation in his own local union

of keeping a high profile among the members at their workplaces, and it's his goal to maintain that accessibility as IBT president.

Carey criticized the "Marble Palace mentality" among the current International leadership and their "corporate style of unionism." He said, "There's a steel wall wrapped around them that none of us is able to challenge them or even criticize them. ... My administration will be visible, whether on picket lines or lobbying for strong pro-union legislation." He also criticized the exorbitant salaries of some officials and said he is against double-dipping, the practice of holding more than one union position and drawing a salary from each. But he cautioned that we must be prepared to pay good salaries in order to attract the best talent to our union.

In Cincinnati, a freight Teamster asked Carey what his position is on master agreements. Carey explained that prior to 1979 when Local 804 came into the National Master UPS Agreement, his local had negotiated contracts that were superior to the master agreement. Nevertheless, he said, the strength of the membership can be brought to bear behind nation-

al agreements, but it requires strong leadership that we have not had. He pledged to provide that strong leadership. "You got my vote!" the freight Teamster replied.

Similarly in Louisville, where members contributed more than \$3,000 to his campaign, a factory worker told Carey that smaller bargaining units feel ignored, and asked him what he would do for those Teamsters. Carey's local represents many small bargaining units in New York City, and he explained that the pressure of a strong, democratic union can be used to negotiate and enforce contracts for all members of the union, from the large bargaining units to the small.

Carey spoke out against the increased railing of freight, and against incentive plans and two-tier wage scales, which "are only pitting one worker against another."

The IBT should be accountable to the members for its use of DRIVE funds (the largest U.S. PAC), Carey said. "They rub elbows with (the Reagan-Bush) Administration and meanwhile we're getting the worst anti-union legislation." He said the

government's involvement in our union is unfortunate and should end as soon as possible. As IBT president he will set up an ethical practices committee within our union, which should have been done long ago, he said.

Terry Lovan, a PIE road driver out of Nashville Local 480, was pleased with the two meetings in Nashville but said he was disappointed that Local 480 officials did not accept Carey's invitation to attend the meeting.

Lovan had an opportunity to spend some time with Carey as he worked the barns and said, "I liked his down-to-earth style of speaking. He's got a hands-on approach. I can't see McCarthy standing out at a plant gate. Carey just comes across honest and tough. Everyone was impressed."

Carey plans to keep up the pace throughout the spring with meetings set for Harrisburg, Pa., Boston, Hartford, Conn., San Francisco and Sacramento, Calif., Portland, Ore., Seattle, and elsewhere.

Campaign contributions may be sent to the Committee to Elect Ron Carey, P.O. Box 1232, Long Island City, N.Y. 11101.

Hold Summer Union Meetings Due to Upcoming Elections

Doug Frechin
Local 174, Yellow Freight
Seattle

While reading my last *Washington Teamster* newspaper, I started piecing together the ways our locals get out of having monthly general membership meetings every summer.

In my Local 174 it's in the bylaws that meetings are suspended during the summer. In another local, at their May meeting they want a motion to suspend meetings for June, July and August. The biggest killer of them all is Local 117, whose principal officer is International VP Arnie Weinmeister. They only meet once every three months anyway! Their next one is in June, and brothers and sisters, I'll be there spreading the gospel about Ron Carey and TDU.

The next four months are a vital time for all Teamsters as we approach the historic delegate elections and the first-ever officer elections to follow.

All Teamsters should be aware of Article 14, Section 2(a) of the IBT

Constitution, which states on local union meetings:

"General membership meetings shall be held monthly. ... Membership meetings may be suspended during any three (3) months between June and October by action of the membership at a meeting after reasonable notice of the intention to vote upon such question."

In other words, unless it's already in the local bylaws, your local union can only cancel summer meetings by vote of the membership, after advance notice has been circulated that such a motion will come up for a vote.

If you believe your local should continue meeting through the summer, you may want to question your officers at the May meeting regarding any intention to cancel, and be prepared to call attention to this good clause in our IBT Constitution. Even if it's too late in some locals, we need to lay the groundwork for summer 1991. Know and enforce your rights, and attend your union meetings.

Supreme Court Upholds Right to Jury Trial in Duty of Fair Rep Cases

The U.S. Supreme Court on March 20 upheld the right of union members to receive jury trials when they sue their unions for breaches of the duty of fair representation (DFR). The court's decision in *Terry vs. Teamsters Local 391* is significant because juries, as a rule, are more sympathetic to the claims of individual workers than judges are.

It is unusual for workers to prevail when they bring a DFR claim; however, the now undisputed right to a jury trial may help increase the percentage of these cases that are decided in favor of workers. TDU member Ar-

thur Doty won a DFR case against his local union last year, largely because a jury, rather than a judge, rendered the verdict at the trial. (See *Convoy Dispatch*, Jan./Feb. 1989.)

The *Terry* case involved a group of drivers from McLean Trucking who sued the union for failure to process a grievance involving the company's layoff and recall policies. As a result of the court's decision, the drivers will now be able to bring their case before a jury rather than a judge.

TDU attorney Paul Levy wrote an *amicus* brief in support of the drivers in the *Terry* case.

News Briefs

Atlanta Debate in a Mini-skirt.

Hundreds of members packed the union hall in Atlanta Local 728, awaiting a union-sponsored debate after the nominations meeting in April. Five slates were nominated. Three of them refused (!) to debate, including the Mathis Family Slate. The Teamsters for Democracy Slate (TFD) candidates proudly presented their program, then it was the turn for Jerry King's slate. For King's "presentation," he brought out the union office staff in mini-skirts and low-cut tops to dance and sing a tune mocking Mathis!

UPSers Benefit from Carey Campaign and Right to Vote.

Traffic World published an article Feb. 19 on the fear trucking employers have regarding the pressure put on the UPS negotiations, and freight to follow, by the Right to Vote and the Ron Carey campaign. The industry publication quotes an "industry official" as saying the UPS agreement "is not going to be negotiated so much on the merits of the contract as it is against the backdrop of an unusually intense political battle. ..." The article notes that Carey is "a shrewd and able negotiator" who has "wrung innumerable concessions from UPS on the local level and has made his shop a pace-setter for the national voting."

A Bad Season in Lansing, Mich., Local 580.

Principal officer Nellie McKim was charged in late April by Teamster Investigations Officer Charles Carberry with a series of embezzlements over a decade, and filing false LM-2 reports to cover it up. McKim was sued a few weeks earlier by the U.S. Department of Labor over the recent election in Local 580. In late February she was indicted by the Justice Department for extortion and embezzling union funds. Fortunately, members there are starting to organize for a new leadership after she "departs."

IBT VP Durham Prepares for Delegate Elections.

Recent events indicate that R.V. Durham is the first International officer openly preparing to run as a candidate for delegate to the 1991 IBT Convention. A *Washington Post* reporter paid an unusual visit to one of North Carolina Local 391's general membership meetings and told members he will be covering events in the local during the period of delegate elections through the 1991 IBT elections. Following the reporter's remarks, Durham told the membership he hopes they will elect him as a delegate. Weeks later at a Local 391 stewards council, a petition was drawn up in support of Durham's candidacy and circulated among the stewards. Since Local 391 also has local union elections this fall, under the final Election Rules the local must announce by June 30 when it plans to hold its delegate elections.

FREIGHT NEWS

Seniority Issue Up In Air

PIE Takes Over Transcon Lines

TELEX: 04.02.90

To All Transcon Employees:

Transcon Lines and PIE have agreed in principle to consolidate operations subject to definitive agreement.

—Herb Lefkowitz,

Growth Financial Corp.

TELEX: 04.04.90

To All PIE Customers:

There is no transaction between PIE and Transcon. Transcon Lines has been sold to an acquisition company. We know nothing about that company.

—Harold Doyle,

PIE president and CEO

It started with a lie. For months, Transcon and PIE employees have been worrying about what the future might be for the two ailing carriers.

After a failed merger attempt between PIE and Transcon late last year, Transcon came to a tentative agreement with the Coastal Corporation to merge with Coastal's subsidiary, ANR. That deal fell apart too.

What followed was panic at Transcon. It ran out of money, couldn't buy fuel, and paychecks were bouncing. On April Fool's Day, Transcon was sold to Growth Financial Corp., a little-known Miami investment firm.

On April 13, Olympia Holding Corp., a Miami-based, privately held investment firm, acquired controlling interest in PIE by buying out Maxitron, which held 65% of PIE stock. Olympia announced that it was af-

filiated with Growth. The plot thickened.

TELEX: 04.20.90

To All PIE Employees:

The following is an outline of our operating plan to manage and control Transcon Lines of Los Angeles. ... Beginning Friday evening, April 20, PIE personnel will go in all of the Transcon installations, will convert all the Transcon bills that are in transit to PIE freight bills and forward them through our system to our destination terminals.

"It was like a military operation," one PIE employee said. "They told us everything had to be out of the Transcon system by midnight, even if we had to get it out by wreckers. I've never seen anything like this."

All Transcon employees received a letter saying, "This is to advise that you are being placed on layoff status effective 00:01 hours on 4/20/90." There wasn't as much as a thanks for their 15% giveback for two years. No "Good job." The company had chewed them up and spit them out.

Now it was a seniority battle. Were the two companies merged? Was it just, as PIE explained, a "purchase of Transcon's rights?" Did it call for a change of operations and a dovetailing of seniority?

TELEX: 04.23.90

To West Coast PIE TMs

Re: Casual use of Transcon employees

At terminals where Transcon also has a terminal you are to put their employees on a master list by supple-

ment, city, office, linehaul, etc., in seniority order. If you need any casual help, you'll call from that list in seniority. Use of any Transcon employees is after all PIE regulars, including laid off employees. ... No one is to hire a permanent Transcon union employee without first checking with me.

—Matt Oglesby, labor relations

The question of whether the deal was a merger is crucial to figuring out how to apply seniority. If simply a purchase of rights, PIE will not have to dovetail any Transcon employee unless that employee is hired full-time. Then the ex-Transcon employee would dovetail into the seniority list. However, if a merger is determined, the union has the authority to negotiate seniority provisions per Article 5, Section 2 (a) of the NMFA.

The union responded to the situation in a telegram to PIE's Harold Doyle, instructing PIE to file for an emergency change of operations involving the takeover of Transcon. "We intend to hold the company liable for any loss of earnings, workload, violation of seniority and other offenses too numerous to mention that have occurred." The union threatened to take "action under the law and within our collective bargaining agreement as we deem necessary."

The whole episode is just one more reminder that "share the pain" programs, 15% cuts, and slimy financial transactions are only designed to fatten the pocketbooks of a few.

Who Are the New Owners of PIE ?

An article April 24 in the *Journal of Commerce* is the only real information anyone has seen on the identity of Olympia Holding Corp., and Growth Financial Corp. The picture the article paints is another sordid entry into the world of sleazy financial transactions in the trucking industry.

The article claims Manuel Ferro Jr., president of Olympia, is also an officer for the Royale Group Ltd., a company that develops and manages hotel and resort properties and which also shares office space in Miami with Olympia and Growth.

Royale faces more than a dozen outstanding lawsuits claiming

fraud, racketeering and securities violations, and is now in Chapter 11 reorganization. Last year the IRS seized assets of Royale for its alleged failure to pay \$740,000 in federal taxes. Royale is contesting the IRS action in court.

The *Journal of Commerce* reports that Jay Miller, a New York attorney representing Ferro, said he had no knowledge of Royale and its connection with Olympia or Ferro. Miller claimed Olympia is chaired by Edmund Abramson, a Florida real estate developer who also is chairman of the board of PIE.

At least two other new directors of PIE are also officers of Royale Group Ltd.

ANR Cuts Operations in Half

Coastal Corporation, the parent company of ANR, apparently found out the financial condition of Transcon and nixed the proposed merger deal between the carriers March 22. About a month later, Transcon is out of business and ANR's operations have been cut in half.

The downsizing of ANR has turned the financially troubled company from a nationwide LTL carrier to a Great Lakes regional carrier. The restructured company will shut down half of ANR's terminals, which will result in the layoffs of 2,500 employees.

Coastal Corporation, which did nearly \$3 billion in business in 1989, ranking as the 218th largest corporation in the United States, announced in the fall of 1989 that it was seeking a buyer for ANR. Company spokesmen said that ANR didn't fit in with Coastal's long-term strategy as a diversified energy corporation. Coastal is still pursuing a buyer for ANR. However, company spokesmen have said that a sale is on the back burner for the moment as the company is involved in revamping operations.

The revamped operations involve closing 113 smaller terminals and sell-

ing some of its equipment. The terminal closings and layoffs began March 29. The remaining 104 terminals are located, for the most part, in the Midwest. While scaling down to a regional carrier, ANR still plans to provide selected longhaul service to other areas of the country.

Two weeks after ANR announced its cutback in operations, Joseph DeBella, ANR president since 1987, resigned his position to "pursue other business interests." He was replaced by Larry Jouett, vice president of operations. In a good-faith effort to save the company, some ANR Teamsters signed onto a voluntary profit-sharing plan in 1987, giving up 12% of their wages. A 15% giveback was imposed on ANR Teamsters under Article 6 of the 1988 NMFA.

"The destruction of ANR simply reinforces the well known fact that givebacks to companies are totally useless," said J.B. McCallister, an ANR road driver out of Denver Local 961 and a member of the TDU International Steering Committee. "When union officials side with employers to give wages back, they're only weakening the union."

Freight Lines

Yellow Wants More Triples.

Yellow Freight is currently operating triple trailers out of Salt Lake City and the Portland terminals into Utah, Nevada, across I-15 in Arizona, Idaho Oregon and Montana. Triples also are being run in North Dakota, South Dakota, on the Kansas Turnpike, and in Oklahoma and Colorado.

Why the expanded use of triples? "Triples are a real cost saving measure for the company," said Warren Hoemann, director of state government relations for Yellow, in the recent issue of *Yellow In Motion*, the company magazine. "For example, compared to doubles, we save about 27% on fuel alone. That's a significant cost savings."

Of course, it's not so hard to figure out that an extra trailer of freight will generate half of a job without triples, saving the company not only wages but benefits as well. Yellow presents its new philosophy by saying, "We are committed to being the highest quality LTL carrier in the business." Cutting jobs does nothing to increase the quality of Yellow's service, it merely cuts costs and safety. Quality service can best be given to the customers with more workers, not less. If Yellow's goal is to decrease costs by eliminating jobs, it should cut the bull about quality and just say so.

Major Carriers Go for Rate Increases.

Yellow, CF and Roadway, along with several other major carriers, have announced rate increases from 2.6% to 5% effective in June. These follow 5% increases effective in January. The reason for the hikes was depressed profit margins for 1989 and the first quarter of 1990 due, for the most part, to continued discounting. "Discounting's got to stop," said trucking analyst Richard Holt. "January's rate increase was discounted away and the second rate increase was the worst thing," said Holt. That's because shippers "will demand a 52% discount, completely negating" the rate increase.

Central Transport Owner-Operators Vote No—Again

A year ago owner-operator road drivers who work for Central Transport voted overwhelmingly against a proposed pay-cut contract. They recently rejected a second "offer" that paid the driver and truck 59 cents per mile loaded and 53 cents empty. The 59-cent figure is less than drivers made in 1985.

The offer included a \$3,000 lump sum to replace back holiday pay and a company fuel adjustment. Drivers can be laid over 24 hours before being paid detention time (with no compensation for the idle truck). Pay used to begin after two hours. Unloading pay has been cut from \$32 for the first two hours to \$24. Drivers now are paid 66 cents, loaded or empty. The vote on this contract was 578 No to 236 Yes, a 92% turnout and a 71% No vote.

The contract adds a new Article 49, which replaces Article 22 of the

NMFA. You can get the idea by the provision: "No hearing is required for refusal of a work assignment." It seeks to legally separate Central's highly integrated operation into pieces, with the statement that "Central Transport owns no terminals."

This is especially ominous since some Eastern Conference or International official has allowed all of Central's local operations east of Syracuse to remain non-union, mostly owner-operator. "CC-East" has been hiring rapidly, paying 80 cents per mile loaded, plus tolls, but no benefits. In the South, "Economy" is operating out of Charlotte and Atlanta, and "Mohawk" is hauling auto cargo into Canada.

The preamble of the contract gives the excuse and the union's blessing for this ripoff: "However, Central Transport has demonstrated that in its

efforts to accommodate a substantial part of its operations to the automobile industry it has developed a unique or hybrid operation, which is neither truck load or less than truck load, as those terms are generally understood in the trucking industry. ... For these reasons, the national grievance committee on February 8, 1990, directed the parties to negotiate their own method of pay."

Jim Hobbs, out of the Boston, Mass., terminal and Canton Local 92, characterizes the agreement: "They have rewritten the entire book to Central Transport's desires, rather than merely negotiating a unique method of pay."

These terms obviously undercut freight Teamsters and hurt organizing drives. But on March 16, President

William McCarthy wrote that "your negotiating committee unanimously recommends that you vote yes." He cited only the 3,000 lump sum. The bonus was later raised \$2,000 for those not yet up to scale.

Jack Yager, IBT freight director, is supposed to be in charge of negotiations. He promised union meetings in Cleveland and Detroit but didn't deliver. It seems clear that a deal has been made and the job of implementing it put in the hands of a low-level hack named Carlo Scalf out of Michigan Joint Council 43, who is willingly acting as a transmission belt for Central's demands. Many union officials talk about the impossibility of organizing owner-operators. It will be easier if these good members are treated as they deserve to be treated.

From L.A. to N.Y., Union Lacks Coordinated Strategy

Emery Workers Paying the Price

CF's purchase of and merger with Emery Air Freight has been a mess for Teamsters and not much better for management. A March 26 article in *Business Week*, "Emery is one heavy load for CF," details the damage to profits and credibility with shippers.

For Teamsters there have been some strange turns, and virtually no coordinated bargaining by the union. Although this is a national operation, negotiations primarily have been handled locally and strung out over at least a year. Emery had previously purchased the largely non-union Purolator Courier Corp. A concessionary five-year contract was signed at Emery in Los Angeles last fall.

Emery Negotiations

In New York, Local 851 won a jurisdictional strike despite Local 707 ordering its drivers to cross the picket lines. In January, an arbitrator ruled that the seniority lists of Emery and Chimento (which had handled CF air and ground work under Local 707) should be merged by company seniority. Then in April a second arbitrator, considering the handling of Purolator's employees, threw out the first arbitrator's ruling and sandwiched the lists on the basis of two Emery employees, one Chimento, one Purolator, and so on. Emery employees who had gone back and forth from Emery jobs covered by locals 851 and 295 were not allowed to keep all of their company seniority, even though others were. Both rulings mean that senior people will be laid off before others with less time.

New York's clerical seniority situation could be even worse. In a separate "interim resolution or until this matter is permanently resolved by the IBT," the same arbitrator put all Chimento clericals above the Emery clerical workers. This means Emery workers with 20 years are laid off, while Chimento clericals with less than one year are working.

In the Philadelphia area the situation is different, but as strange. After

the buyout of Purolator, operations at several terminals were eventually consolidated. But there are two separate contracts in the operation, with former Purolator employees making several dollars less per hour than former Emery Teamsters. Also, for some terminals in the area, layoffs will be on a one-for-one basis, irrespective of seniority. Section 9.9 of the contract between Local 470 and Emery was altered without a vote of the members to allow this reduction of seniority protection.

A Local 470 Emery driver told *Convoy Dispatch*, "The facts are Emery union drivers of Local 470 were illegally forced out of their terminals, which were then taken over and operated by non-union Purolator drivers. This was and is a major violation of our contract (9.9, acquisition or purchase). This is clear-cut and cannot be interpreted to allow this."

"The mysteries are: Why did our BA and local president allow this to happen? Why did they ignore our grievances and petitions? Our contract is a legal, binding document on both parties. Why didn't our union reps demand that the company live up to the terms and conditions of the contract? By failing to do so, the union drivers were deprived of their seniority rights, the very foundation on which the union is built. If these violations were not enough, our local then proceeded to organize the Purolator drivers under a separate and very inferior contract."

CF has not carried out this fiasco without the OK of those at the top of the Teamsters union and without the collusion or foolishness of many local officials. Outstanding seniority disputes should be resolved. Then the interests of all should be served by creating a unified and national contract that matches the UPS agreement. Current local and IBT officials have shown they cannot be trusted with this task. Elected representatives of all Emery operations should be given the authority, the responsibility and the resources to do it.

Emery: Future Profits or Big CF Goof?

CF Management Sweats Out Emery Purchase

You'll hear CF management have a lot to say about quality, about teamwork, about constant improvement. And you'd certainly expect that the high standards of performance they expect from their workers would also apply to the management personnel and the decisions they make affecting the entire corporation. But when management screws up, they get rewarded!

At least that's the conclusion you'd draw after watching the fiasco of CF's Emery purchase last year. After shelling out \$478 million for the purchase of Emery, it's been all downhill for profits at CF. It's not that Larry Scott, CF's CEO, expected quick returns. But he didn't anticipate the near disaster, either: \$97 million in losses for Emery in 1989, debt rising from 6% of total capital to 42%, and a stock market plunge from \$37 last January to around \$18.

For this Scott raked in half a million in salary, along with options on 226,000 shares of unissued stock that he shared with Raymond O'Brien, chairman of the board. A Teamster

would have at least gotten a warning letter for making such a big goof.

It wasn't just the cost and the performance that made the Emery purchase such a short-term disaster. It was the lack of foresight on the part of management.

Management knew they were taking on \$236 million in extra debt. Okay, so we all get a little overextended at times. But how about not knowing they would have to update an outmoded billing and tracking system at the cost of \$35 million? Or how about the surprise of finding out they needed to invest \$70 million for new ground equipment for Emery?

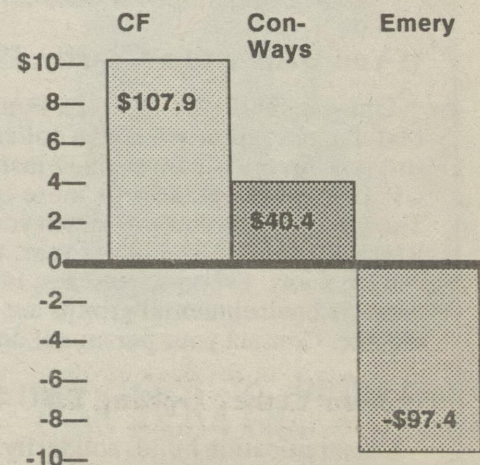
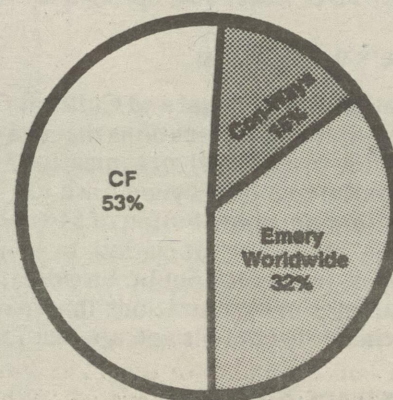
It's no wonder CF is fighting the unionization drive at Con-Way Central, or that it's figuring out ways to squeeze more work out of less folks at CF. Management's got to recoup the losses incurred from their misguided wheeling and dealing.

The next time CF management wants to talk about quality, ask them about the quality of top management. That ought to keep them quiet for a while.

Consolidated Freightways, Inc.

1989 Revenues:
\$3,760,193,000

Operating Profits
(In millions of dollars)



UPS & Downs

Off Our Backs: Some Cases in Point.

Remember the applause our IBT negotiators gave themselves last contract when they raved about the new language protecting against productivity harassment? Recent grievances filed at the White Plains, N.Y., center are perfect examples of just how bold UPS management is getting on productivity. In one case, the driver was warned that if his stops per hour did not increase, further disciplinary action would be taken. Center Manager Steve Grainger's response to the grievance: "We reserve the right to discipline drivers that fall below an acceptable level of performance." In four other grievances drivers were OJS'd by two supervisors, one of them supposedly involved in their so-called "training." Division Manager Howard Kaufman's response to one of those grievances was revealing: "Only one person instructed the driver at any one time."

Thousands of grievances filed nationwide during this contract don't lie. UPS is as bold as ever at trying to squeeze out more than a fair day's work for a fair day's pay. All UPS Teamsters, not just package car drivers, need even stronger contract language now!

—Jim Reynolds, Local 804 package steward, White Plains, N.Y.

Petition to Stop 4-10 Feeder Workweek in Atlantic Area.

UPS recently posted for bid pick-up, shuttle and cover runs on the four 10-hour day workweek in Columbia, S.C. Under the current Atlantic Area Supplemental Agreement, UPS has unilateral authority to change the workweek to four-10s "as operating conditions may demand." Shifting many of these preferred bids to four-10s is coming as a shock to drivers, and a worse shock to their pocketbooks as thousands of dollars in wages will be lost.

Unions should work to cut excessive overtime to provide more full-time union jobs, and negotiate hourly wages that provide a decent standard of living at a 40-hour week. But the four-10 workweek is a concession aimed at avoiding premium pay on unavoidable overtime. While some supplements, like the Atlantic Area and Southern Conference, allow four-10s, others, such as the Central Conference, do not. Union negotiators should work to eliminate four-10s; or at least require a yearly vote of the drivers on an affected seniority list before four-10s shall be implemented or continued.

Drivers are circulating petitions to the negotiating committee in the Atlantic Area. A similar petition, calling for an end to four-10s has been circulating in parts of the Southern Conference. Drivers covered under supplements and riders that do not now allow four-10s should beware, as UPS is almost certain to try to get it during these negotiations.

Scrooge Strikes Early.

After a quick survey, it appears the West New England District is the only area not offering the week of Christmas on the vacation schedule. The Scrooge behind the move is Labor Relations Manager Marc Nadeau, who is giving no reasons for his decision.

Even though the contract specifically says UPS "will attempt to schedule vacations from Dec. 24 through the second full week of January in order to avoid layoffs," Nadeau still refuses to offer this week.

A look at the calendar shows Christmas falling on a Tuesday, with holidays on Monday and Tuesday of the following week. With the long hours and hard work of the holiday period, many employees would appreciate the time off.

There is no doubt that many UPSers will not be working this week or the next. Other vacation schedules around the country show multiple weeks being offered the employees, but in West New England, it appears Nadeau is trying to force the workers to use personal or sick days. A grievance has been filed in Springfield, Mass., and is now at the second step.

—Jerry Gaimari, UPS Committee of TDU, Local 404, Springfield, Mass.

If You Donate to a Charity, Here's a Big Idea.

Did you know that The UPS Foundation Educational and Cultural Gift-Matching Program will match dollar-for-dollar cash donations that you give to your favorite educational institution or cultural organization? All UPSers with 12 months or more of continuous employment are eligible. The UPS Foundation will match your minimum contribution of \$10 and up to a maximum of \$2,000 per year, to one eligible organization, or divided among many. Schools, colleges, libraries, museums, public broadcasting, arts and environmental groups are examples of organizations that may be eligible. Contact your personnel department for details and applications.

Is Your Center Getting TDU Contract Bulletins?

Communication builds solidarity. If your center or hub is not getting contract bulletins, contact the TDU national office and help spread the word.

UPS Financial Health and Our Contract

Phenomenal Gr

The facts are in. In 1989 UPS sales grew about three times faster than for the average U.S. corporation. Revenues increased 12% to \$12.3 billion. This 12% growth in income was based on only a 5.3% increase in delivery volume, so UPS was taking in a lot more

at. UPS's true profit rate, based on shareholder equity, is a very healthy 19.3%, a bonanza for shareholders, who at UPS are management and corporate directors like Nelson. UPS's operating ratio, reflecting profit on operations, is 90.3%, an excellent one and



per package than ever before.

It's Contract Time, So Oz Cries Poor

But wait. The UPS-IBT contract is currently under negotiation, and we have won Majority Rule on contract votes, so Oz Nelson writes to all of us to "cry poor."

After all, UPS net profits after taxes were down slightly to \$693 million (a figure he fails to report in his letter), compared to \$759 million in 1988. And, he says, UPS only made 5.6% net profit on revenue. And, he reminds us, for the first time UPS "had to" borrow money through the sale of \$700 million in corporate bonds.

Profit Boom Continues

But a careful review of the 1989 UPS Report to Shareowners and documents filed with the Securities and Exchange Commission by an economist retained by the Teamster Rank & File Education and Legal Defense Foundation (TRF) make it quite clear that UPS's profit boom continues and the corporation is growing fast, based on our labor.

Nelson plays around with figures. His 5.6% profit rate on revenue is not what economists or investors look

improved over 1988. More than \$300 million was turned over to supervision and corporate officers in dividends—an amount equal to 43% of net profits!

Expansion, Tax Accounting Affect Net Profits

The slight 1989 profit downturn is simply part of UPS management's reach toward global domination of package delivery, in the way it dominates the U.S. field. UPS has been investing at a rate of more than \$1 billion a year for the past three years and projects another \$1.2 billion for 1990. As the annual report (to supervision) states, "... the expense of our international service expansion impacted our earnings (profits) but that is money we are investing toward future growth."

After-tax profits were slightly lower in 1989 also due to a "one time only" tax bite on UPS profits—\$509 million, compared to \$327 million in 1988. UPS notes, "The federal tax effect will be much lower in 1990 and will not recur thereafter."

What about that borrowing of money? That UPS sold debentures in 1989 to raise capital is no reason to cry poor. UPS was borrowing at 8.37% and then making a higher

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Growth—Global Reach

profit rate on gross assets. This is simply smart business and the practice of nearly every successful corporation.

UPS Poised for Even Greater Profits

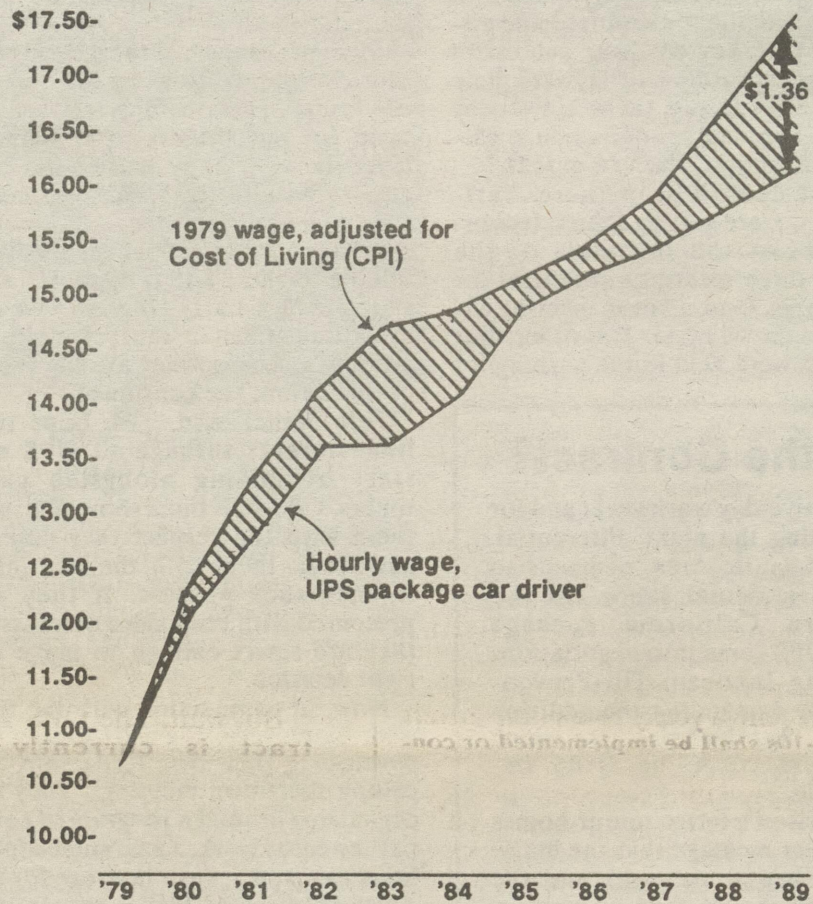
There is nothing wrong with this global reach as long as management does not use its massive overseas expansion as an excuse to deny our legitimate contract demands for improvement. Our careful and efficient work has provided the basis for this incredible expansion program across the globe.

Teamster labor made it all possible, and Teamster labor deserves a fair share of the rewards of success. The owners of UPS have a long-range plan and are poised to reap phenomenal profits from all corners of the earth in the coming three years. But what UPS Teamsters will receive in the next three years is up for grabs in the current contract.

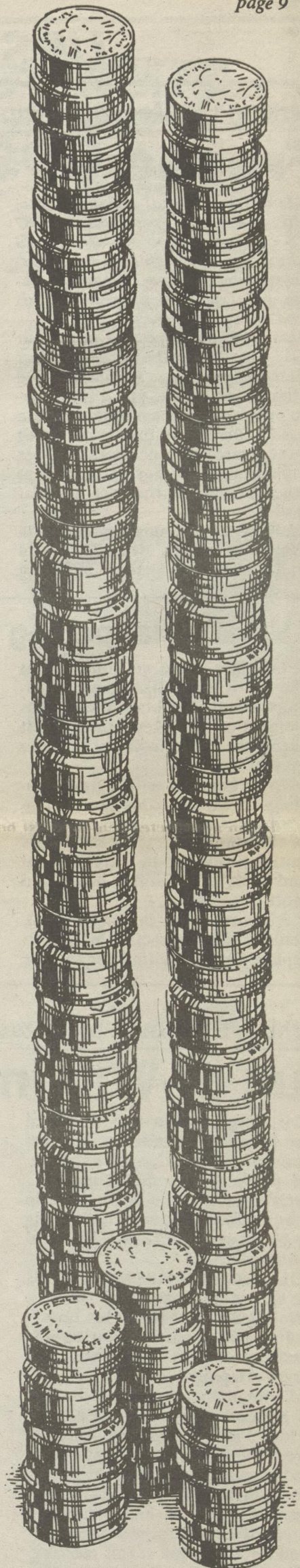
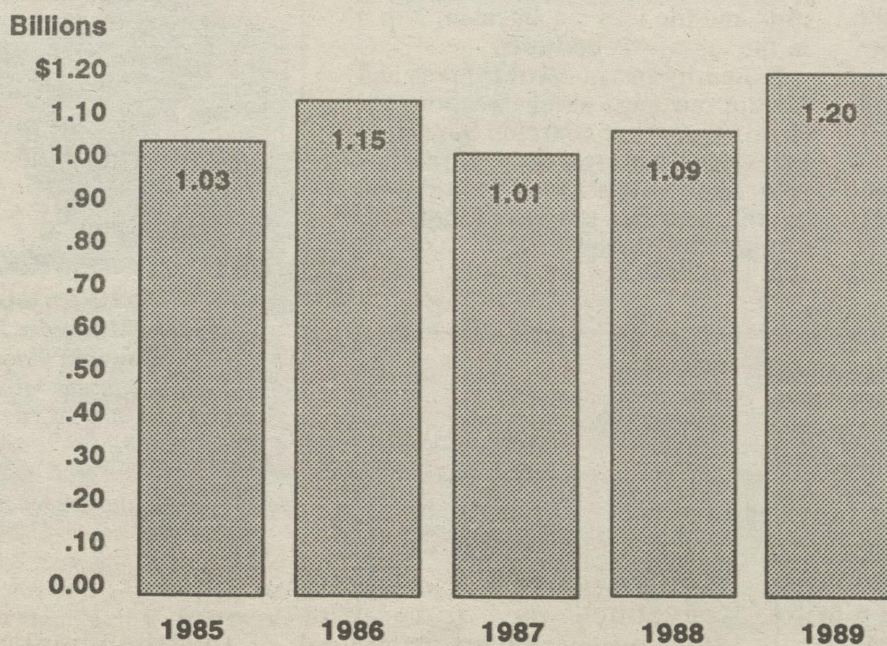
Copies of the 1989 UPS annual report are available from the TDU national office. Free to TDU members; others please enclose a donation to cover copying and mailing costs. Better yet, join TDU today and support our contract campaign!

Wage Erosion 1979-'89 UPS Full-time Employee

How your real wages are \$1.36 less than 10 years ago



UPS Profits Before Taxes (in billions of dollars)



It's hard to hide more than \$5.04 billion in UPS net profits during the 1980s.

UPS CONTRACT CAMPAIGN—1990

Parking Lot Meetings Help to Dispel Company Propaganda

Fresno UPSers Work Hard to Build Unity

Members of Local 431 in Fresno, Calif., rejected the concessionary 1987 UPS contract 123 to 17—87.9%. To find out how they achieved such overwhelming unity, *Convoy Dispatch* checked in with Local 431 members for this round of negotiations.

Has UPS been messing with your head? Are some of the workers at your center being confused and intimidated by the veiled threats and disinformation put around by management? Are the part-timers and full-timers being kept separate from one another? Does everybody feel like they are being kept in the dark about contract negotiations?

Well, Local 431 members at UPS in Fresno have a "Big Idea." It's called unity. Each Wednesday morning

before work the drivers organize a meeting in the parking lot. There, each steward takes a different contract-related topic and informs the group of the latest developments. Rumors are dispelled. UPS propaganda is answered. The real interests of the rank and file are explored and discussed. One key to these successful meetings, according to steward Pete Nunez: "We make them a two-way street. There is a lot of audience participation and we learn from that."

But it doesn't stop there. Part-timers, too, are getting themselves organized. At the initiative of the drivers, three meetings were held for part-timers. One, a house meeting, attracted a crowd of 45. Two other shift meetings were held in the parking lot

so everybody had an opportunity, convenient with their work schedule, to attend. Again the stewards addressed the issues of the contract, rumors and company propaganda. The central message was unity. Part-timers and full-timers standing together for their mutual benefit.

Most part-timers at the meetings indicated a desire to work full time in the future. The meetings stressed the need for part-timers to vote intelligently as if they were full-time employees already, because someday they might be.

"Last contract we spent a lot of time talking to them and it paid off," said shop steward Larry Hughes. "We are schooling them in the principles of unionism because they are the future of this union," he continued.

Pete Nunez said, "We hope full-time workers throughout UPS will start organizing alongside part-timers. UPS sells them short. We treat them with the respect they deserve and credit them with the real intelligence they possess. If they are presented with both sides of an issue, they are smart enough to make the right decision."

Now, in conjunction with the full-time employees, the part-timers are developing their own leadership and calling their own meetings. They are organizing around a program of equal pay for equal work, a guaranteed four-hour day, and a wage increase for all. As their meeting leaflet points out, "Never before have we Teamsters had stronger voting power than we now

have with majority rule in effect."

Unity at Fresno UPS is no accident. It is the result of hard work. TDU members make sure *Convoy Dispatch* is readily available to all interested parties in the center. The TDU UPS Contract Bulletin is reproduced and widely distributed in the parking lot. The TDU Part-Timers Bulletin is given out at their meetings. Information flows freely at the Fresno center and with information comes the ability to make intelligent decisions.

Off Our Backs & Share the Bucks!

Nor does organizing stop at the door of the contract. When Local 431 members learned that Ron Carey, the reform candidate for IBT General President, was coming to Sacramento to speak, they immediately began spreading the word. In short order they assembled a large delegation of union members to pack into an RV and drive more than 170 miles to the meeting.

Imagine the message it would send to those negotiating the contract, on both sides of the table, if every center were organized like Fresno. It's not too late to start!

What's Happening With the Contract?

UPS has made no bones about the fact it would like an early contract. But that will take the fair settlement of many key issues, and it seems the company is not ready to go that far.

Little has been settled in negotiations to date. At this point three years ago some real issues were out of the way. Not so this year. UPS's initial proposals in supplemental and rider negotiations demanded more concessions.

A few examples: in New England, demands for contractual bidding to replace annual bidding; for any five

consecutive-day workweek; and for eliminating the night differential. In the Atlantic Area, demands to use more casual labor. In the Northern California Package Rider, UPS came into negotiations attacking Innocent-Till-Proven-Guilty by demanding the addition of more "cardinal sins" for which Teamsters could be fired immediately.

Oz Nelson's letter to our homes was a clear message that the battle has just begun and rank and file Teamsters should step up our organizing. It may be a long summer.

Right to Distribute Is Protected Union Activity

Tug of War in Philly Over Bulletins

It is illegal under the National Labor Relations Act for management to prevent distribution of union-related publications, including TDU materials, during non-work times in non-work areas. This includes parking lots, break and locker rooms, and other areas.

TDU members have preserved this right by winning numerous cases at the National Labor Relations Board, including a settlement on nationwide harassment charges during the 1987 contract campaign.

Philadelphia management invited UPS preload part-timers to an off-the-clock "Focus" meeting April 25 where they provided hoagies and sodas and management's point of view on the contract. Prior to the meeting, supervisor Paul Sharp had told sorters they could bring up anything they wanted for discussion at this meeting.

After one union member complained about the low pay for part-timers, TDU member John Braxton proceeded to pass around copies of the newly published UPS Part-Timers Bulletin. Braxton pointed out that the

pay rate for part-timers is actually lower today than it was eight years ago, despite UPS's record profits.

Since management is so afraid of union members hearing another point of view, preload manager Tom Jones told Braxton he could not pass out the bulletins at the meeting and tried to grab the bundle from him. Braxton held on and ultimately won the 20-second tug of war! Later, when a union member reached over and pulled a bulletin from Braxton's folder, a supervisor tried to grab it

away. Again, the member held on. Unfair labor practice charges were filed against UPS with the NLRB, as these attempts to take the bulletins violated protected activity. Meanwhile, the rank and file lead management 2 to 0 in the tug-of-war contests.

Solidarity and an informed rank and file are our most potent weapons for winning a decent contract. Spreading the word is our legal right. If you feel your rights to distribute information on the contract are being violated, contact TDU immediately.

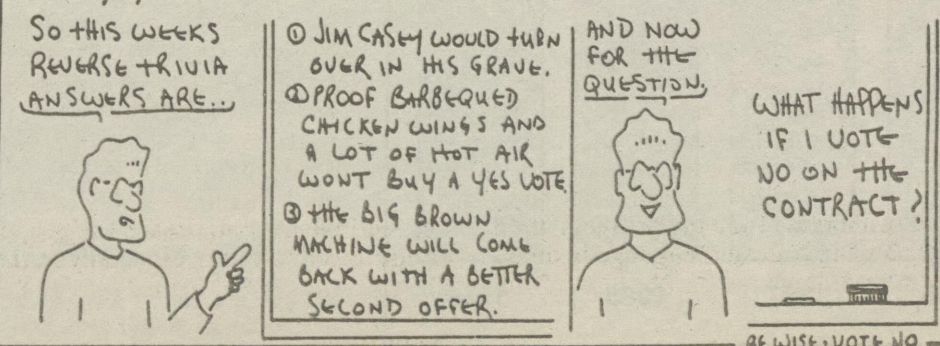
Part-Time— Full-Time Solidarity!



Jackie Jenkins
Local 891, Feeder Driver
Memphis, Tenn.

There is a good bit of interest among the part-timers on this contract, and for good reason. They have special needs, like a four-hour guarantee and opportunities for more full-time jobs. Full-timers and part-timers need to talk to one another and stick together on this contract vote, so we all make real gains.

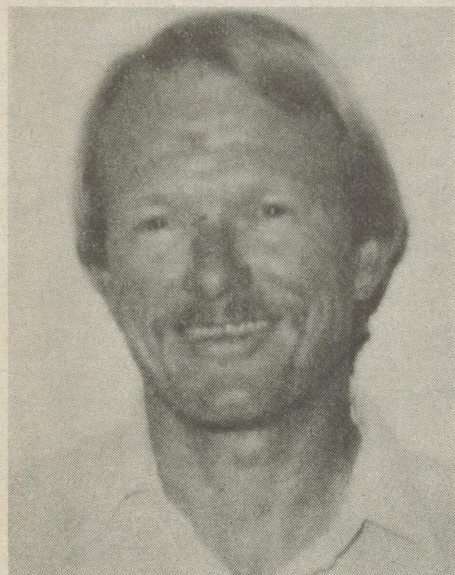
WILLIE'S 1990 CONTRACT VIEWS



Getting Ready for the Contract

Freight Teamsters Speak Out on '91 NMFA

The National Master Freight Agreement is only a year away and members around the country are thinking over some of the changes needed to make that contract better. We've asked some of our members, "If you were President William McCarthy, what would you be concentrating on now for the upcoming contract?"

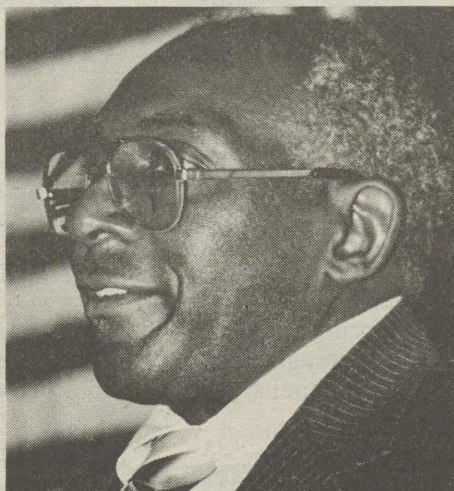


Scott Askey
Hostler, Yellow Freight
Local 63, Barstow, Calif.

The first thing I'd do in the freight industry is to organize. While I'm glad to see that McCarthy's pushing a big drive at Overnite, I think that I'd begin right where we have the most power, with the non-union subsidiaries of Teamster companies. You've got the Con-Ways at CF, Viking and Spartan at Roadway, and Preston's got four non-union carriers.

This is a bigger issue for Teamsters at Yellow. This is because Yellow is claiming now that they want their own separate agreement because they don't have non-union carriers, while they're biggest competition, Roadway and CF do.

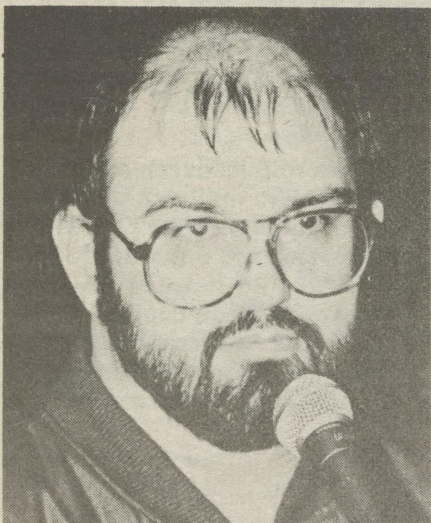
There's another thing we need to concentrate on and that's our wages. We haven't had a COLA since 1982. Nine years is a long time to go without catching up with inflation. We need COLA protection and I mean a real COLA, the way it used to be.



J.C. Thomas
Road Driver, Roadway
Local 667, Memphis, Tenn.

The first thing I would like to see is a change in the way our grievance procedure works. I'm thrilled that the International is pushing for innocent-until-proven-guilty clauses in the UPS contract, and we definitely need the same thing on the freight side. That would go a long way toward stopping some of the funny business these companies try to get away with.

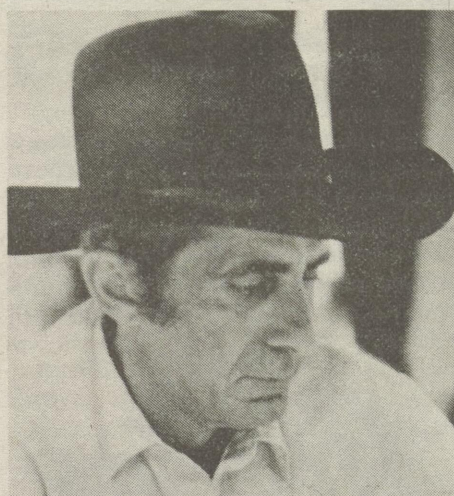
The second thing is that we seem to lack language on the protection of workers in regards to safety and health. I was speaking to some garage employees the other day and they were complaining about the lack of gloves and other protection against some of the toxic materials and even some of the grease that they're exposed to. Road drivers have got to deal with bad equipment on the road, and dock hands are still being exposed to diesel exhaust fumes. One thing that the union has to provide us with is protection from dangerous chemicals and equipment. I think that's been overlooked recently.



Pat Clement
Road Driver, PIE
Local 710, Chicago

The biggest concentration should be on keeping the national agreement together. In reality, it's already been broken down with the Article 6 deals that several companies including my own have had to take. But we're now seeing the effects of this. When you give a company a 15% break on labor, it just increases the rate discounting by the majors (CF, Roadway, Yellow), which led to poor profits and operating ratios last year. We've been promised new equipment and a reinvestment of the money given back. So were Transcon and ANR. That's not where the money went.

The other big problem is protecting our job security. Subverting work to the rails and brokers is still a big problem and I can only see it getting worse. Companies are abusing contract language in an effort to eliminate jobs. We need solid, no-nonsense language on the loss of our work to the rails and brokers.



Jack Hinderliter
City Driver, Yellow Freight
Local 104, Phoenix, Az.

I would lean heavily toward getting pension reform and better benefits. A lot of the guys I talk to say that we're getting paid enough money, and that money's not the issue. But when you get to the subject of pension benefits, then it's a different story.

The other thing is I think we're done screwing around with the two-tier pay system. Freight's going to be up for the surviving companies and there's going to be some hiring. It's just good union sense to demand equal pay for equal work. We got rid of most of the difference in the last contract and McCarthy should finish the job.

Danny "Pete" Peterson
Dock Worker, CF
Local 385, Orlando, Fla.

I'd like to bring up something that I think is the biggest job protection issue we've got—casuals. I'd like to see the whole concept of a casual eliminated from the contract. Part of the solution is ending the two-tier wages they make and paying some health and welfare for them. A lot of casuals do this full-time and need the coverage. If eliminating casuals can't be accomplished, then let's get some of the preferential casual language that they've got in other supplements, where the casual that works the most is the first hired, and then let's enforce that language.

I'd also concentrate on standardizing the supplements on things like holidays, sick days and working conditions. I'd like to see conditions move up to the highest standards for everyone.



Organize Overnite!

continued from page 1

ing for Overnite are scared. From day one of the organizing drives, Overnite is coercing and intimidating people that they'll lose their jobs.

"But that's not all," he continues. "They use racial divisions and anything else they can to split up the workers. In L.A. last year we were winning, but at the last minute the company puts on this big dinner, prime ribs and steak at this exclusive hotel. They invited the wives and gave them roses all in an attempt to show what a good company they were. Overnite spent over a quarter of a million dollars just in L.A. last year. So you see they've got the bucks. The only way we can beat them is with the people."

"Other Teamsters are the best communicators," Valenzuela says. "We need to get them involved. In fact, we've even got a code of ethics rank and file organizers will be working under."

"Never call an Overnite employee a scab or union buster; they're workers like you and me and they deserve respect. We need to preach the gospel of unionism to them, especially in the South. All good Teamsters in the South ... we need you to work especially hard."

"I'd like every rank and file Teamster to think about what the union has got for you. I'm Mexican American, and unlike a lot of my friends, I was able to go to college. That's because my dad's a Teamster and we've been able to live a good life, better than average. My dad's going to get a pension and I'll have a pension."

"Best of all, I've got pride when I go to work and dignity knowing there's a union. We all can criticize, and we can work hard to make our union better. But still we're way better off than our brothers and sisters at Overnite."

It's a new day in our union. Never again can Overnite say Teamsters don't live by Majority Rule, or we don't elect our top officers. The rank and file movement has aided Teamster organizing drives by making the union more democratic. We can be proud of the steps we've taken forward.

TDU urges all Teamsters to give full support to the organizing drive at Overnite and anywhere workers want a union. In the past couple of years locals in Chicago, Akron and New Jersey have won elections at individual terminals. This shows it can be done.

A victory at Overnite will be a turning point in the trucking industry and in our union. Contact your local union today and find out how you can participate in this drive.

CARHAUL

Ryder Throws Challenge to Union

No Teamster can pretend Terence Russell, president of Ryder's Automotive Carriers Division, has not clearly stated his intention to attack our union and our conditions. *Transport Topics* reported in an interview: "Mr. Russell also said he wants to introduce an element of labor competition in the auto hauling segment, which for more than 25 years has been dominated by Teamsters union drivers. (And) ... he said the company is testing the concept of using leased drivers to pick up automobiles from railheads in New Boston, Mich., and Petersburg, Va.

"Ryder may try to use the idea as a bargaining chip in upcoming negotiations with the Teamsters. 'We don't have a fight with our drivers,' Mr. Russell explained. 'The Teamsters must come into the modern world by recognizing the impact of work rules and the cost of benefits.'"

Referring to the election of national officers just after our carhaul negotiations, Russell said, "It's unfortunate timing. The union, I think, will be distracted."

Russell just raised the ante in his challenge to every one of his employees: He is hiring drivers off the street in Tennessee right now, while Ryder drivers are laid off, to service the new GM Saturn plant.

Russell neglects to mention that his drivers are "leased" out of Cleveland and "represented" by a crooked union from Chicago, "National Production Workers 707." His boss, M. Anthony Burns, may like to play the humanitarian with his donations to charity, but soon he'll have to answer for his dealings with mobsters. Anyone who doubts this should call the *Las Vegas Review Journal* and ask for a copy of their March 9, 1981, article about 707 detailing the connections between Russell's new sweetheart union and Robert Boffa, who just got out of jail for another labor-leasing scam.

Part of the reason for Burns' and Russell's attack on the union is the falling value of their own stock options on Wall Street due to their mis-

management of other Ryder divisions. In particular, truck leasing, where they bought too much equipment, and the airplane service division, which is a loser. Ryder's bond rating just dropped to D. How much do you think Burns and Russell will cut their salaries?



Ryder isn't waiting until the Saturn plant is up and running. After Shreveport Complete drivers voted down a running-mile deal to Michigan and Indiana, Ryder announced it would open a two-man CCI terminal out of Shreveport. If it's like the Convoy terminal in Shreveport, the only difference will be the name on the truck doors. The bid posted for the terminal is illegal under the contract. It stipulates the terminal will pay running mile. But the contract makes clear that a vote must be conducted of all affected drivers. A driver cannot agree to undercut his fellow union members by signing such a bid. Let's hope Local 568 has the knowledge and backbone to force Ryder the way Lexington Local 651 did at the Georgetown plant.

Every day Ryder management attacks the morale of our drivers at the dispatch window and through pay denials. We know that carhaulers won't be distracted next summer during negotiations. But we can't count on our officials alone to organize for a contract fight. Stewards around the country have repeatedly called on our union leaders to bring together elected reps from each terminal to begin the job of organizing the scab outfits and getting our union into fighting trim.

Is This 'Let's Make a Deal?'

Gerald T. Gieg
Local 327, CCI
Nashville, Tenn.

The deadline for check-in time is 6:45 a.m. It's 6:50 and John Deal-maker walks in the driver's room and reaches for a check-in card. But instead of filling it out and handing it through the dispatch window, he goes right into the office and fills it out while huddled with the dispatcher. Dispatch time comes and Mr. Deal-maker is called on the first board, just as if he had been there on time. Mr. Deal-maker's payoff: he jumps ahead of another driver who took the time to check in on time. ...

A driver picks a 10-car load and backs up to the dock at 7:30 a.m. Two of his cars have dead batteries and one car is lost. It's winter, and freezing rain requires this driver to spend extra time scraping each windshield, just to verify the serial numbers. Due to all of these delays, he finishes loading at 10:30 a.m. This works out to be one hour over the allotted loading time, but the driver does not want to be branded a troublemaker, or maybe he just does not want to go through the hassle of explaining the reasons for his delay to the terminal manager and subsequently filing a grievance for a

continued on page 13

Carhaul News

Selkirk NuCar Drivers Petition for Stewards Election.

Selkirk NuCar drivers are waiting to hear a response from BA John Bulgaro and the Albany Local 294 executive board to a petition signed by a majority of the drivers asking for a stewards election, which had been granted to M&G drivers working in the same location.

A Crack in the Armor at ITS.

San Jose Local 287, under the direction of Mario Gullo and spearheaded by Ward Allen, a recently hired organizer, has opened a crack in the armor of Intermodal Transportation Systems (ITS). In the process they discovered that ITS has nearly 1,000 employees, mostly former IBT positions as inspectors of units. These jobs have slipped away by twos and threes at terminals across the country.

Local 287 has made a good start at getting cards signed and surviving initial management challenges. It shows we can organize. ITS is owned by a French company and has about 30 operations scattered across the United States.

Arbitration Results Coming.

Until 1988 no cases had ever been taken to arbitration after a deadlock at the national level of our grievance procedure. Since 1988, 12 cases have been submitted. Although the process is slow, some early results will be coming out soon.

We hear the union won the first four cases, including one for clerical employees who will win \$1.2 million in back pay. Hopefully, this will give management some second thoughts about thumbing their nose at our contract. Although no strikes have been necessary, there also have been more strike sanctions issued under Article 2, Section 7 covering local riders that are deadlocked at the area committee level.

It's good news that management's defiance of our contract has convinced some of the union's top negotiators that we must have the strike option after national deadlocks, as the freight contract does.

Detroit BA Snookered by CCI.

Detroit Local 299 BA J.D. Jackson recently got snookered by CCI management. On March 27 he signed an expansion of an inactive running-mile deal that was outrageous and got worse. The deal called for a voluntary, one-time, three-way haul from Detroit to Jacksonville to the East Coast. Running-mile pay went only to the last drop, even if there was no back haul from the East to Detroit.

That was embarrassing enough, but then a little communication revealed that Jacksonville had been offered pay all the way around. It got downright shameful when it turned out the original Florida running-mile deal had been canceled by management in Jacksonville some time before. Needless to say, the union meeting on April 2 was a rough one for Brother Jackson. (See article this page for a view on voluntary deals.)

What Goes Around Comes Around?

Will Jacksonville CCI terminal manager W.E. Black be disciplined by Ryder for dishonesty and sneakiness because steward Ronnie Greene caught him dispatching foreign drivers on a holiday when the terminal was closed?

Facts and Baloney at Leaseway.

Contrary to false or wishful statements from numerous management personnel, Leaseway has not reached an agreement with its bondholders. Negotiations among the banks, bondholders, stockholders (like Citicorp Venture Capital) and management are continuing, since no one will profit from a bankruptcy. The next serious deadline is June 28-29 when Leaseway's short-term extension of its revolving line of bank credit expires.

Leaseway has taken the opportunity to blame its "overpaid" union employees for the situation, when everyone knows that Leaseway's management were willing victims of a leveraged buyout that saddled the company with huge debt.

Jerry McDonough, Leaseway's recently retired (or forced out) CEO, reportedly had his fall softened by a multi-million dollar golden parachute. It is reported in the financial community that other top Leaseway management also have their exit slides well greased.

Hopefully, in the next year management will do something besides talk to regain its lost credibility with the union members who produce the revenue in this industry.

GROCERY, LOCAL CONTRACT NEWS

Allentown, Pa., Local 773

ALPO Teamsters Thrown a Bone

Brad Yeakel
Local 773, ALPO Pet Foods
Allentown, Pa.

Three hundred and four anxious Local 773 Teamsters assembled Feb. 25 in Allentown, Pa., to vote on a proposed three-year agreement. Debate was spirited and at times emotional, focusing on insurance co-payments, while the issue of a lump-sum payment was only briefly discussed.

ALPO, the nation's leading dog food manufacturer, is a profitable company. ALPO CEO Frank Krum announced the imminent sale of the company, which he had denied in October, about two weeks prior to the expiration of the contract. ALPO is wholly owned by the British conglomerate Grand Metropolitan PLC, which recently acquired Pillsbury and Burger King in a leveraged buyout. ALPO, trying to force its way into the cat food market, still plans multi-million dollar expansions at both its Allentown facility and Crete, Neb., plant (represented by UFCW Local 271).

The proposed agreement, considered concessionary by some members, featured language changes to 13 contract articles. Wage increases of 4% the first year, a \$1,300 lump sum payment the second year, and 4% the third year were offered. It included monthly employee-paid "co-pay" on health benefits for dependents of \$6 for one and \$12 for two or more. Monthly pension increases per year of service were scheduled at \$4 the first year, \$1 the second year, and \$2 the third year. Was this really the best offer management had for its "family"?

The final tally of 199 Yes votes and 104 No votes reflected the membership's lack of faith in the commitment of the local's leadership to mount and sustain a winning strike. Even though the new agreement was ratified by 65.7%, there is considerable disappointment on the shop floor. But still present is the solidarity created throughout these negotiations, and it continues to grow.

Let's Make a Deal

continued from page 12

measly hour. So he forgets about it. ...

Another driver picks a trip that empties him out in the vicinity of a foreign terminal. He is instructed to call his terminal for a backhaul and when he calls, he is instructed to come on in.

Carhaul

He arrives at his terminal at 4:30 p.m., a half hour after the window has closed. But he still has four hours driving time left on his log. He can: a. notify his home terminal that he is delayed for the remainder of his driving hours; b. just go on to the motel. He chooses b. Why? Only a troublemaker would put in for his time and the better than \$60 he is passing up might get him a better trip in the morning. ...

When I started hauling cars three and a half years ago, I asked the assistant terminal manager if CCI had done any business with the Nissan plant in Smyrna.

"No," he replied, "we don't haul cars that cheap." Now the rates have increased to the level they approve of and he wants me to haul cars cheap, running mile.

Blanket half-rate agreements are now the latest thing, even though this concept is the main reason the first proposal of our last contract was overwhelmingly defeated. And some of them are now being voted in.

What's the point of all this? It's an important point: your conduct during the life of the contract, to a large degree, determines the amount of bar-

gaining power your union has during negotiations. Why should your union bargain for better wages and working conditions if you have spent the last three years giving away what you got in the last contract? Why would your company fear giving into more increases when you have spent the last three years telling them that you are overpaid in the first place?

You can believe this: the Deal-makers in the carhaul industry will lead the way to all of us eventually hauling cars for 25 cents a mile. We are part of an industry that makes us all a good living; but it needs to be protected.

Get your contract out and read it. Know what you are entitled to and put in for it. Don't be afraid or too lazy to file a grievance.

If you want to be a Dealmaker go sell cars and let a Teamster haul them. It's more than just carrying a card and paying dues.

Back Pay Won At Convoy in Georgetown, Ky.

Georgetown, Ky., Convoy drivers have reason to celebrate. Shortly after the terminal opened, Paul Tuggle, Local 651 BA, filed a class-action grievance requesting contract pay on all loads. Due to a recent settlement, drivers received full back pay and are now paid full-frozen rate on return hauls. Meanwhile, Ryder continues to demand a half-rate agreement with both Convoy and CCI.

Drivers Blame Tragedy On Subcontracting

Russell Woodward, a veteran Safeway driver, was struck and killed on the night of March 22 while walking across a driveway to the dispatch office. Witnesses said the Hertz-Penske truck, a Safeway subcontractor, was bobtailing through the yard with its headlights off. It then struck and dragged Woodward about 30 feet before finally running over him. The Denver division of Safeway had subcontracted out a third of its trucking operation to Hertz-Penske last year.

Initial reports from Safeway management were that he may have suffered a heart attack and fallen into the oncoming truck. Their stories changed when the county coroner determined the cause of death to be from massive head injuries.

Since Woodward's death, the drivers have pressured the union and management to look at the real cause of this tragedy. The union has proceeded with arbitration over the

subcontracting issue. The company was forced to keep all Hertz/Penske equipment and drivers off the distribution center property. This was done to avoid any commingling of company drivers and subcontractors due to the intense friction between the two. Safeway management agreed to erect a permanent memorial in remembrance of Russ Woodward.

Denver Safeway

With a shortage of good qualified and experienced drivers, subcontractors are forced to recruit from truck driving schools, employment agencies or state unemployment rolls, and some companies are having to train their own.

Subcontracting can be fatal. Just ask the drivers at Safeway Denver. Our sympathies go out to the Russ Woodward family, his friends and co-workers.



Commercial Drivers License Booklet

A sample test to help you prepare for your Commercial Drivers License

Questions and answers taken from the actual test used in California. Tests are very similar in all states.

\$1 each, 50 cents each for 5 or more. Available from TDU, P.O. Box 10128, Detroit, Mich. 48210. Be sure to include full address with your order.

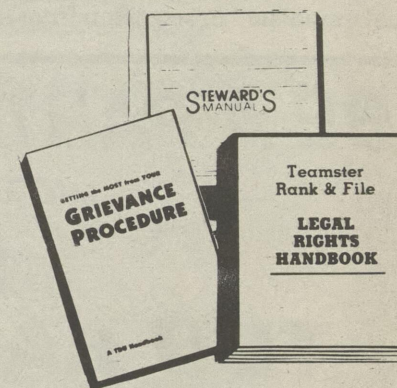
Know your rights — and how to use them

Educational Books From TDU

Teamster Rank & File Legal Rights Handbook. This comprehensive 312-page book, written by experienced labor attorney Ellis Boal, covers your rights at work and in the union, detailing the laws in easy-to-read language. \$8, \$5 each for five or more.

Getting the Most from the Grievance Procedure. Strategies for preparing, presenting and organizing around grievances. \$1.

Steward's Manual. A valuable guide with special emphasis on building unity at the workplace and in the union. \$4, \$3 each for five or more.



Item	Price	# of Copies	Total
Teamster Rank & File Legal Rights Handbook	\$8/\$5 each for 5 or more	_____	_____
Getting the Most from Your Grievance Procedure	\$1	_____	_____
Steward's Manual	\$4/\$3 each for 5 or more	_____	_____
Total		_____	_____

☐ Check or money order

☐ Visa/Mastercard # _____

Exp. date ____/____/____ Signature _____

Return to TDU, Box 10128, Detroit, Mich., 48210
Be sure to include name and full address

HISTORY OF TDU

TDU Battles Economic Depression, Deregulation

For 14 years TDU has been fighting to make the Teamsters union a democratic organization committed to better representing its members. This is the second in a series of three articles on the history of TDU, where our movement came from, the defeats it experienced, and the victories it has won.

Immediately following the successful 1976 Teamsters for a Decent Contract (TDC) campaign, a group of TDC activists met and decided to establish a union reform organization: Teamsters for a Democratic Union (TDU). A few weeks later the new TDU organization appeared at the 1976 Teamster Convention in Las Vegas. While a small TDU group demonstrated outside the convention, TDU's only delegate, Pete Camarata, rose to propose constitutional amendments that would make the union more democratic.

Teamster President Frank Fitzsimmons was outraged that ordinary union members would attempt to speak at his convention, and he told the reformers to "go to hell." Meanwhile, Camarata was attacked and beaten by Fitzsimmons' thugs. Nevertheless, TDU had made its point: The days of the dictatorship were numbered. The membership was demanding its rights.

1st TDU Convention; Founding Principles

TDU held its founding convention on Sept. 18, 1976, at Kent State University in Ohio, with just 200 rank and file Teamsters from 44 locals in 15 states. It was a small group for a union with 800 locals and nearly two million members. But that convention of rank and file Teamsters made a number of decisions that were to help guide TDU through the coming years:

- They rejected the strategy of "dual unionism" or secession from the

Teamsters, which some other reform groups had advocated. Instead, they decided they were going to stay in the Teamsters and fight to clean it up and build it up.

- They decided that TDU was not going to confine its activities to the truck drivers and dock workers in the freight industry. TDU was going to work to better conditions for all Teamsters, including those who worked in factories or food processing plants, and reach out to include women, black and hispanic Teamsters, and other minorities. TDU demanded a fair shake for everybody.

- Finally, the men and women who founded TDU committed themselves to fight for real democracy in the Teamsters. They demanded that the members have the right to elect everybody from union steward to General President.

The TDU members left their first convention, returned to their local unions and in the next two years fought at the local level, introducing motions for democratic union bylaws and running for local union office. In those first two years there were no election victories, but strong showings, and a wealth of experience was gained. TDU started to grow.

The 1979 Wildcat Strike

As the 1979 master freight contract approached, TDU reached out to other reform organizations within the union, including the Fraternal Association of Steel Haulers (FASH) and the Professional Drivers Council (PROD), and called for the creation of a "Majority Contract Coalition" to fight for a decent contract.

Under the pressure of this coalition, Teamster President Fitzsimmons called a national freight strike on April 1, 1979. However, Fitzsimmons negotiated a poor contract, and the

coalition was too weak to overturn it. But when Fitzsimmons tried to sell a bad contract to the steelhaulers, they rebelled and struck in the steel centers of Pittsburgh, Youngstown, Canton and Gary, and TDU provided leadership through the TDU-SHOC, the TDU Steel Haulers Organizing Committee. The wildcat strike lasted a month and TDU leaders gained much respect.

Allan, was elected to the board of Local 208.

Leaders such as these tried to resist concessions and to organize the unorganized. But under Teamster presidents Fitzsimmons, Roy Williams and Jackie Presser, wages, benefits and working conditions continued to deteriorate.

TDU was successful in electing some 20 delegates to the 1981

CONVOY DISPATCH

Teamsters for a Democratic Union
Box 10128, Detroit, MI 48210 (313) 842-2600

Oct. 1983
No. 38

Members: 94,086

Presser: 13,082

By Ken Poll
TDU National Organizer

"It will never work, you can't stop them from rigging the vote."
"TDU is right, but they'll never beat Presser on this."
"The members are too stupid, it's hopeless to fight this rider."
How many of you heard comments like these about the Relief Rider to the

members.
This effort was crucial to laying the groundwork for membership understanding of what was at stake. Information is the backbone of democracy, which is why Jackie Presser tried to suppress it and cover it up.
2. Organization in the Locals. In August efforts turned toward building a movement in each local to save the contract. This aimed toward the union

The defeat of Presser's proposed "relief rider" in 1983 was a turning point in our union.

At the same time TDU reached out to other Teamsters not only in the United States, but also in Canada. Leaders of the 10,000-member British Columbia Local 213 joined up with TDU. The Ontario group, called "Teamsters for Teamsters," affiliated with TDU. And finally, after years of increasing cooperation, in November 1979, TDU and PROD, the two most important Teamster reform groups, merged. Then, just when things were looking up, the crisis came.

1980—Year of Crisis

The year 1980 was devastating to the trucking industry and the Teamsters union. First came a serious economic depression with bankruptcies, plant closings and layoffs. Then Congress deregulated the trucking industry, leading to cut-throat competition and new non-union carriers. Many trucking companies demanded relief and concessions. Companies like UPS, Roadway and Consolidated Freightways pushed productivity and the flexible workweek, and took advantage of both deregulation and the weakness of the union leadership.

In the face of these problems, TDU joined with other rank and filers to help elect reform-minded union officials like Sam Theodus in Cleveland Local 407. A number of TDU members also won election to the executive board of important local unions. TDU International Steering Committee member Jerry Bliss was elected to the board of Local 337, while another steering committee member, Doug

Teamsters Convention. One of them, Diana Kilmury of British Columbia Local 213, put forward a motion to create an ethical practices committee within the Teamsters union, so that our union could begin to clean itself up. However, the IBT leadership lashed out at the TDU proposal. Not long after the convention, Roy Williams revealed he had been controlled by the Mafia. He was succeeded in the Teamster presidency by Jackie Presser in March 1983.

Presser not only accepted the employers' demands for concessions, he advocated them. In July 1983, Presser proposed a special "relief rider" that would have established two-tier wages in the freight contract, and wage cuts of between 18% and 35%. The passage of the Presser relief rider would have been devastating to all Teamsters.

Under TDU's leadership a national campaign was launched to defeat the Presser rider and save the national freight contract. In September 1983, when the vote was announced, the Teamster membership had rejected Presser's rider by a vote of 94,086 to 13,082 in what *Business Week* called, "A real slap in the face for Jackie Presser."

The defeat of Presser's relief rider was the beginning of the turning of the tide in the Teamsters union. The reform forces were growing. Hope was in sight. Victory was possible.

Next issue: TDU's fight for Majority Rule and direct elections in the Teamsters union.

BE A PART OF HISTORY

ATTEND THE

1990

TDU RANK & FILE CONVENTION

October 26-28, Detroit

- Plan for the 1991 Teamster Convention and the first-ever membership election of International officers
- Set TDU policies and strategies for the coming year and elect TDU leaders
- Educational workshops, company and jurisdictional meetings, and more

Watch *Convoy Dispatch* for more details.
But plan now to attend this historic rank and file meeting.

LETTERS FROM OUR MEMBERS

Plan Now for Freight Contract

As you all should know, 1991 will begin a new (freight) contract year. We should be putting our ideas down on paper and bringing them up at monthly union meetings, so our representatives will know exactly what we want in our new contract. We really need to become involved in this one. This could very well be the last contract negotiated by the old power structure and we sure don't want to be sold out. They know Ron Carey is gaining in popularity across the country and just may be the next General President of the IBT.

Some of the ideas I think are important: Suspension or termination only after a grievance committee hearing; premium pay of at least 7 cents per mile for pulling triples; COLA of at least 5% per year; no ESOP agreements; layover pay for all time spent on the third laydown.

Let's use our local TDU chapter newsletters and *Convoy Dispatch* to let our ideas be known, and at a later date put them all together and see which ones will fly. And let's get started now, so we get some of our ideas in the contract, not just be allowed to vote on someone else's ideas that may sell us down the drain in years to come.

Adrain Desaire
Local 795, Yellow Freight
Liberal, Kan.

Looking for Pension Reform

Thanks to all of you fine people for making it possible for me, just an old over-the-road driver, to fight graft and corruption in our union. I

have 28 years in and my wife and I are looking forward to some good pension reform. We received a nice "thank you" from the Ron Carey campaign (for a donation), and I wear a big TDU belt buckle. Thanks again. And good luck, Ron!

Harold Holschuh
Local 75, Advance Transportation
Green Bay, Wis.

MOVING?

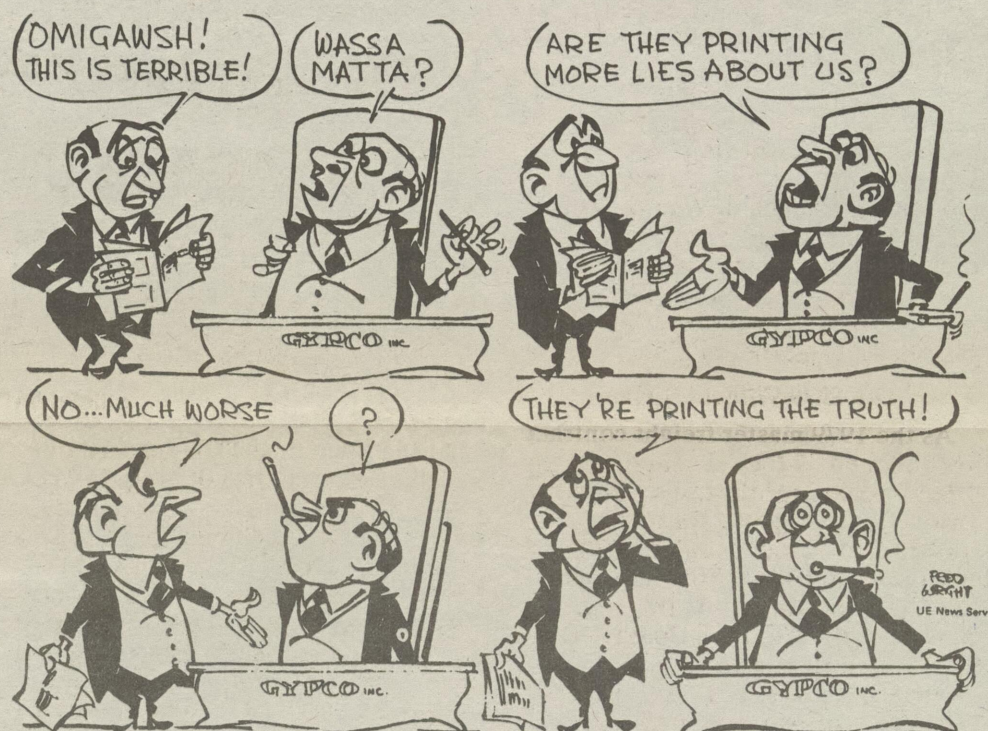
Be sure to notify TDU of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class and will not be forwarded.

Make Pension Trustees Work for Members

I gladly pay my yearly (TDU) dues and, though I am not as active in our movement as I would like to be, I am proud to be a member. I do spread our message every opportunity I get.

Let's keep up the good work. It seems to be working! Our local elected an entire TDU slate. Let's put some fire under our pension fund trustees and make them do what they're supposed to be doing for the membership.

Gerald Singels
Local 57
Eugene, Ore.



Think About It

Don't Fall for 'Radical' Label, Run for Delegate

Dominick Buscemi
Local 773, Preston
Allentown, Pa.

The other day a union brother told me, "Dom, everyone thinks you're a radical."

Well, I don't think that everyone thinks I'm a radical. And I don't consider myself a radical. I do consider myself a professional.

The definition of a radical fits the companies more than me: *marked by a considerable departure from the usual or traditional; tending or disposed to make extreme changes in existing views, habits, conditions or institutions.*

I don't want to depart from the usual, the companies do. I don't want to make extreme changes in existing views, they do. Look at how our working and living conditions have deteriorated during the past 10 years. Now that's radical.

I merely expect to be treated like a professional, dignified human being. That's natural. One human being sits behind a desk and thinks of ways to get

the most out of another human being for the least cost. Meanwhile, he charges the most he can for the product or service, and his salary is based to a degree on the amount he can save on the cost of labor. While drivers are living in substandard bunkrooms, the people who determine that these bunkrooms are suitable to live in don't have to live in them. Now that's radical.

A driver is expected to make more deliveries and pickups for less compensation (when you consider inflation and Article 6 givebacks), even though the volume of traffic has increased more than 50% in the last 10 years. And the union leadership that allowed these conditions to deteriorate to this level draws huge salaries and multiple pensions. Now that's radical.

I'm a firm believer in free enterprise, but let's put things in perspective. If a ball player is worth millions of dollars, then the service we provide and the skill required to per-

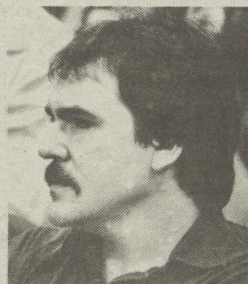
form that service should put us in a position to expect wages and working conditions that reflect professionalism. While this is not the

case, we are now in a position to correct this situation.

How? By keeping informed and making our union brothers and sisters aware of the changes taking place in our Teamsters union.

A good example is the upcoming delegate elections. It is important that we get involved now. In a matter of months these elections will be held in your local. Be prepared to run on (or support) a reform slate of delegates to the IBT Convention who will be committed to a new direction for our union.

Does that sound radical to you?



TDU Meets

We encourage all TDU members and rank and file Teamsters who support reform to attend chapter meetings and find out how you can get involved during this historic period in our union.

Atlanta
Saturday, June 2
7:30 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

Chicago
Sunday, May 20
1 p.m.
VFW Hall
5858 S. Archer (off Central)
Chicago

Delaware Valley
Sunday, June 3
Noon—2 p.m.
Center City Quality Inn
501 N. 22nd St.
Philadelphia
For more info: (215) 724-1571

Denver
Saturday, May 26
6 p.m.
Western Motor Inn
Vasquez Blvd. at I-70
Denver

Eastern Pennsylvania
Mondays
Time and place TBA
Call: (717) 839-7352

Eastern Pennsylvania Picnic
Sunday, August 19
10 a.m.
Fenner's Farm

Milwaukee
Saturday, May 5
1 p.m.
Security Savings & Loan
66th and Oklahoma
Milwaukee

Memphis
Tuesday, June 5
7 p.m.
Shoney's
Elvis Presley Blvd. at
Winchester
Memphis, Tenn.

San Francisco
Saturday, May 12
10 a.m.—noon
Potrero Hill
Neighborhood House
953 DeHaro St. at Southern
Hts. Ave., San Francisco

St. Louis
Sunday, May 20
Noon
Armets Post 88
8449 N. Broadway
St. Louis
(618) 656-7428

RULES FOR THE IBT INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION



Michael H. Holland, Election Officer April 27, 1990

YOU CAN'T PLAY THE GAME IF YOU DON'T KNOW THE RULES

This 102-page booklet contains the final rules for the upcoming delegate elections in all locals, and also the election for IBT president and other International officers.

You can get one—for free—by simply calling toll-free 1-800-828-6496 and asking that a copy of the Election Rules be sent to you. You can request extras to provide to others in your shop or local.

What Do These Rules Cover?

The rules govern all aspects of the election process, and they are in effect now. They cover:

Convention Delegate Elections:

- International Teamster conventions are held every five years. The next one will be in June 1991 in Orlando, Fla.
- Unlike in the past, the delegates to this convention will be elected by the membership of each local union. That means you have the right to vote and run. The delegate elections begin as early as October in some locals, and shall be completed in all locals by March 31, 1991.

Election of General President and IBT General Executive Board:

- Delegates at the convention will rewrite our IBT Constitution and policies, and will nominate candidates for top International union offices: General President, General Secretary-Treasurer, and 16 International VPs.
- In December 1991 every single Teamster member will have the Right to Vote directly for those International officers.

Why Is This So Important?

Because we have the chance—our one big chance—to turn this union around. To put in pension trustees that will put our benefits first, not themselves. To change the direction of this union, to serve rank and file Teamsters, first and foremost.

Just like Eastern Europeans, we have the opportunity to take our future into our own hands. And it begins right in each local—in your local.

Register to Vote

*If you want to be sure that you will be on the mailing list to receive election materials, notice of nominations and a ballot, provide your name, address and social security number to your local union. The union list is in many cases far from accurate. For example, if you are not receiving the monthly **International Teamster** magazine, it is important to get this updated information to your local union. It's the equivalent of registering to vote.*

Use the coupon at right to be sure that your local union has your correct address.

LOCAL UNION ADDRESS FORM

Secretary-Treasurer: Please be sure that my address is properly listed in local union records.

Social Security # _____

Name _____

Address _____

City _____ State _____ Zip _____